The MORTGAGE Centre
Discount Rates — Page A9

CAUT ACPPU
BULLETIN

Statistics Canada Statistique Canada
Education Statistics on the Internet
www.statcan.ca
Statistiques de l'éducation sur l'Internet
Canada

Online · www.caut.ca · En ligne | Vol 47 · No 9 · November 2000 novembre | Ads · ads@caut.ca · Publicité

Memorial Faculty on Strike

— PHOTO, COURTESY OF THE TELEGRAM/JOE GIBBONS —

In good spirits — Memorial's striking professors and librarians at a campus rally Nov. 3.

"THIS strike is about fairness," said faculty association president Noel Roy, as members of the Memorial University of Newfoundland Faculty Association (MUNFA) walked out on Oct. 31. The strike at both the St. John's and Corner Brook campuses comes after a year of negotiations.

During their first week on the picket lines, strikers weathered cold rain — from drizzle to downpours. "Spirits have remained high, as our members met the challenge of setting up picket lines at more than a dozen entrances to the campus," Roy said.

On Friday, Nov. 3, MUNFA members were joined at a rally and on the picket lines by CAUT's executive director Jim Turk, and by CAUT Defence Fund "flying picketers" from York, Carleton, Mount Saint Vincent, Cape Breton, Ottawa, and Acadia.

Also attending the rally to give support was a large number of students and representatives from the provincial federation of labour, CUPE, the Newfoundland and Labrador Association of Public and Private Employees and several other unions.

Five major public sector unions also issued a joint statement saying "this strike typifies the deterioration that has occurred in the public sector collective bargaining process in this province over the past decade. The members of MUNFA are struggling to achieve a collective agreement which fairly compensates their members. The university administration should concentrate their efforts on reaching a collective agreement and stop their misguided attempts at waging a public relations war with MUNFA."

Public support has also been widespread. "I have not seen a strike in years where so many drivers passing the picket lines honk horns and wave support," Turk said.

The union and the administration are at odds over a number of issues, including crucial items of workload and money. Association members have not had a salary scale increase since 1989. The administration is seeking to remove provisions in the current collective agreement that support faculty research, such as the banking of overload teaching and a one-course teaching remission for faculty with above-norm scholarly activity. The association wishes to have fair workload norms across the university. Currently some units have six course loads and others have five.

The administration has also insisted the union drop its proposals on pension reform, increased

See MEMORIAL Page A7

Health Care & Education Top List, CAUT Poll Reveals

A CLEAR majority of Canadians say a newly elected federal government's first priority should be to use the bulging surplus to increase spending on social programs like health care and education, shows a poll released this month by CAUT.

Nearly 52 per cent of Canadians say Ottawa should boost social spending. Only 21 per cent say the surplus should first be used to cut taxes while 24 per cent say it should be used to pay the debt. Support for reinvesting the surplus was highest in Atlantic Canada (69 per cent), and among women (61 per cent) and 18-to-24 year-olds (58 per cent).

"These results show there's a big gap in the current election campaign between the two leading parties' focus on tax cuts and what Canadians really want from their government," said CAUT president Tom Booth.

The October poll by Decima Research also shows nearly 70 per cent of Canadians are concerned rising university and college tuition fees are making it more difficult for people to obtain a degree.

The Liberal government received a poor grade for its handling of post-secondary education. Seventy-eight per cent of those polled say Ottawa should be doing more to make sure all qualified students can get a university or college education.

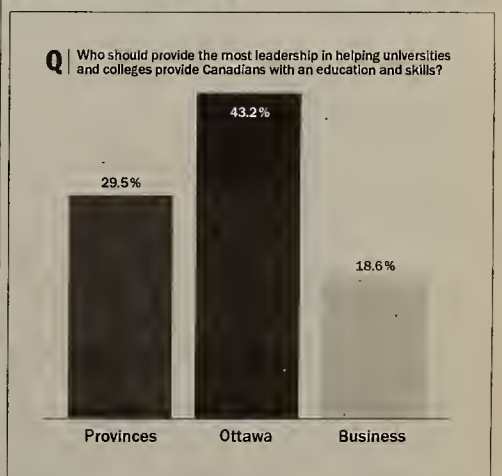
"Clearly, Canadians are looking to the federal government for action on improving accessibility to post-secondary education," said CAUT executive director Jim Turk.

When asked to choose the two highest priorities of the next federal government, 70 per cent of respondents picked health care and 46 per cent identified education. Twenty-six per cent said reducing taxes and 27 per cent said lowering the debt should be high priorities.

"Education is showing up along with health care as the two biggest issues for Canadians," Turk added. "What's striking is that the two leading parties have put forward plans that would see the bulk of the surplus spent on tax cuts when that's clearly not what the majority of Canadians want."

The poll also reveals that 43 per cent of Canadians think the federal government should take the lead in ensuring universities and colleges have the resources to provide Canadians with the education and skills they need. Thirty per cent identified the provinces and 19 per cent said businesses. The primary role for the federal government was the dominant response in all regions of the country.

See EDUCATION Page A4



Federal Election 2000

PROGRESSIVE CONSERVATIVES
Page A6

CANADIAN ALLIANCE
Page A5

LIBERAL PARTY
Page A6

NEW DEMOCRATS
Page A5

BLOC QUÉBÉCOIS
Page A5

COMMENTARY
Canada Research Chairs Program raises disturbing questions.
See Page A3

LE MOT DU PRÉSIDENT
Une volonté politique pour soutenir l'enseignement postsecondaire.
Voir à la page A8

Letters A2
Women's March A4
Newsline A11
En bref A12
Careers B1

CAUT ACPPU
BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

PRESIDENT/PRÉSIDENT
Tom Booth

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR/RÉDACTRICE EN CHEF
Liza Duhaime

ADVERTISING & CIRCULATION/PUBLICITÉ ET DIFFUSION
Lynn Braun

EDITORIAL ASSISTANT/ADJOINTE À LA RÉDACTION
Louise D'Anjou

GRAPHIC DESIGN/GRAPHISME
Kevin Albert

EDITORIAL BOARD/COMITÉ DE RÉDACTION
Bill Graham, James Turk, Tom Booth, David Robinson, Vic Catano, Liza Duhaime

COMMENTS? QUESTIONS?
Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

COURRIER DES LECTEURS
La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

The CAUT Bulletin is published each month September through June. Average distribution 32,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

Copyright: Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author(s). CAUT Guidelines and Policy Statements are labelled as such.

Le Bulletin de l'ACPPU est publié chaque mois de septembre à juin. Tirage moyen : 32 000. Répertoirié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le Bulletin est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces classées et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.caut.ca.

Droit d'auteur: Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés n'engagent que leurs auteurs. Les énoncés de principes et les directives de l'ACPPU sont présentés comme tels.

SUBSCRIPTIONS/ABONNEMENT
Questions regarding subscriptions and distribution can be directed to Lynn Braun, Circulation Coordinator; Tel: 613/820.2270; Fax: 613/820.2417.

Pour les questions au sujet de l'abonnement et de la diffusion, prière de s'adresser à Lynn Braun; Tél. : 613/820.2270; Téléc. : 613/820.2417.

MEMBER OF/MEMBRE DE
Canadian Association of Labour Media
L'Association canadienne de la presse syndicale

CALM ACPS

PRINTED IN CANADA BY/IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

LETTERS COURRIER

No help needed at Trent, CAUT told

I would like to make a few points in relation to your articles on the confused and confusing situation at Trent. As you state: "the president's plan [for the relocation of two of the colleges] has support among many sectors of the faculty." You also say the opposition to the move is "equally strong," but that has not been established.

What has been established is that the president believes she and her administration have the right to make that decision. The board agrees. During a 12-hour period more than 200 faculty and staff signed a petition supporting the president's act. When the faculty association solicited a legal opinion as to whether or not there were legal grounds for challenging the decision, they were advised there was no action likely to succeed.

Finally, of course, the three judges who heard the request for a judicial review said – unanimously and emphatically – that the administration had indeed the right to make the decision. What has also been established is that there is a significant proportion of the faculty who believe that not only does the president have the legal right to make the decision but that it is the right decision to make.

Tom Booth tells us all of these parties are wrong. He is, of course, entitled to his opinion. But this does bring us to the interesting question of CAUT's involvement in the issue.

CAUT provided legal assistance for the application for judicial review, and is now providing the finances for the appeal of the judgement denying the application. But it is doing so without the mandate of either the Trent University Faculty Association membership, or the faculty association executive. This seems to many an outrageous infringement of our autonomy, and to amount to a disenfranchisement of TUFA members. Would it not be an appropriate democratic principle to suggest that CAUT should not interfere in the matter of an individual university unless and until it is invited to do so by the union at that university?

DAVID GLASSCO
English Literature, Trent University

The Trent president's plan for closing two colleges was rejected by the senate. The board disregarded the senate decision and voted to proceed. CAUT believes collegial governance is crucial for universities. Upholding the rights of elected academic senates is essential to ensure universities maintain academic excellence. Because the Trent University Act is one of the strongest in the powers it gives the senate, the CAUT executive voted to provide legal assistance for the application for judicial review and has now pledged its full financial support for an appeal. There is national significance to this case. If the Trent board gets away with disregarding the role of the senate, it will be open season on university senates across the country. – ed.

Paving the Way for Private Education in Ontario

IN mid-October the government of Ontario introduced its pernicious and highly controversial legislation to establish the Post-secondary Education Choice and Excellence Act.

Bill 132 will repeal the *Degree Granting Act* and change the title of and make amendments to the *Ministry of Colleges and Universities Act*. If passed by the Legislature, the new act would pave the way for private post-secondary institutions in Ontario and would allow colleges of applied arts and technology to grant applied degrees.

The act would establish the Post-secondary Education Quality Assessment Board to provide advice on new degree program proposals submitted by Ontario colleges, out-of-province degree-granting institutions and new degree-granting institutions in Ontario – including privately funded institutions.

The government claims the change will give students greater choice and improve the quality of education but critics warn the move will be detrimental to the system overall. "There has been no identified need for private universities," said Henry Jacek, president of the Ontario Confederation of University Faculty Associations. "In report after report, Ontario's academics have clearly outlined the concerns and negative repercussions that the introduction of private, for-profit institutions could have on the quality of university education in the province."

At a time when student enrollment is expected to peak at 90,000 students over the next decade, and the shortage of faculty in the province will be close to 15,000, Jacek says the government continues to "resolutely ignore the real situation to this crisis which would be to provide adequate funding to the post-secondary education system."

CAUT president Tom Booth warned that private universities will drain badly-needed resources away from the public system. "Private universities will be eligible to administer Ontario student loans and will be eligible for research dollars. Instead of subsidizing private universities, the government should focus on investing in the public system and bringing down tuition fees."

Student groups are outraged the government is proceeding with its bill "with no meaningful public consultation," said Erin George, Ontario Chairperson of the Canadian Federation of Students, who vows her group will fight the implementation of private universities every step of the way.

The federation says the government's scheme will increase the costs to students. "While this government claims it is offering a choice for students, it is only a choice for students from affluent backgrounds," George said.

In April, CAUT Council passed an emergency resolution condemning the government of Ontario's decision to introduce Bill 132. With the announcement, Ontario is the first province to officially offer degree-granting status to private, for-profit universities. Private universities could be established in the province as early as September 2001. ■

La privatisation de l'éducation en Ontario

LE gouvernement de l'Ontario a déposé à la mi-octobre un projet de loi pernicieux et très controversé, en l'occurrence la *Loi favorisant le choix et l'excellence au niveau post-secondaire*.

Le projet de loi 132 abroge la *Loi sur l'attribution des grades* et modifie l'intitulé ainsi que des dispositions de la *Loi sur le ministère des Collèges et Universités*. La loi, si elle est adoptée par l'Assemblée législative, permettra la création d'établissements d'enseignement postsecondaire privés en Ontario et autorisera les collèges d'arts appliqués et de technologie à conférer des grades d'études appliquées.

La loi créera la Commission d'évaluation de la qualité de l'éducation postsecondaire. Cette commission fournira des conseils sur les programmes menant à un grade proposés par des collèges ontariens, des établissements conférant des grades de l'extérieur de la province et des nouveaux établissements ontariens conférant des grades, y compris sur ceux proposés par des établissements privés.

Le gouvernement prétend que cette nouvelle loi offrira un plus grand choix aux étudiants et améliorera la qualité de l'éducation. Cependant, les opposants à cette loi soutiennent qu'elle nuira à l'ensemble du système. Selon le président de l'Union des associations des professeurs des universités de l'Ontario, Henry Jacek, le besoin d'universités

Voir LA PRIVATISATION à la page A8

On the Hill – Students fight Ontario's plan for private universities.

President's Column

Political Will Needed to Sustain Education

By TOM BOOTH

With a fall election scheduled for Nov. 27, the two main political contenders just don't get it. In unveiling their key election planks, both the Liberals and the Canadian Alliance have plenty to say about tax cuts and debt reduction, but little about an issue of concern for a growing majority of Canadians — education.

Recent polls show that Canadians rank education second only to health care as the most pressing priority for the federal government — well above tax cuts and debt reduction. Canadians recognize that adequate funding of post-secondary education is critically important for the quality of life and economic prosperity of us all.

Canadians also know that over the past decade our colleges and universities have been seriously weakened by government cutbacks. Total provincial spending on post-secondary education, when adjusted for inflation and population growth, is more than 14 per cent below its 1992/93 level. Even more telling is that provincial grants to Canada's universities have fallen by 25 per cent over the same period.

We can readily see the impact of these cuts. Tuition fees have ballooned more than 125 per cent in the past 10 years, forcing students and their families to shoulder a heavier burden at a time when family incomes have stagnated. Skyrocketing fees also explain why there has been a levelling off of university participation rates and a widening of the gap in enrolments by socioeconomic status.

Meanwhile, those students who do manage to overcome the financial hurdle of higher fees are finding they are paying more for less. Library cutbacks mean fewer holdings and resources available for students, and dwindling faculty numbers translate into fewer course offerings, larger classes and less contact with teachers.

Much of the problem lies with federal cutbacks to transfer payments that have diminished the ability of the provinces to adequately fund post-secondary education. When the Liberals consolidated the transfers for health, social services and post-secondary education into the Canada Health and Social Transfer (CHST) in 1996, they reduced the amount of money by about $7 billion and altered the nature of the transfer mechanism. The CHST permitted the provinces more "flexibility" over how they spent federal funds. In practice, this has meant the provinces are even less accountable for how they allocate federal dollars.

This lack of accountability means that even with recent increases in the CHST, there is no guarantee that funding for universities and colleges will rise. Neither Jean Chrétien's plan to stay the course nor Stockwell Day's vision of an even more decentralized and balkanized Canada would resolve this fundamental problem.

Clearly, if the federal and provincial governments believe education is the key to Canada's social, cultural and economic development, then they must be prepared to find ways to adequately and effectively invest in our colleges and universities. This means not only restoring federal cuts, but also revamping the way Ottawa provides its support.

The *Canada Health Act* may be a model for such a renewed fiscal arrangement for post-secondary education. Under the health act, provinces are committed, in exchange for federal dollars, to provide health services in a manner that meet certain national objectives. Similar legislation applied to post-secondary education could set out common principles ensuring access and quality, while committing provinces to spend federal dollars on post-secondary education.

Education may be a provincial jurisdiction, but both levels of government have a stake in providing better access to the highest quality college and university system. Adequate funding is a social and economic imperative that is in the national interest. This election, we need to tell our political leaders that if they continue to ignore education today, all of us will suffer the consequences tomorrow.

Homework!

Forgetful Iphy!

At noon, Iphigenia set off on a bike hike from her home in Saskatoon, maintaining a leisurely pace of 20 km per hour on the pleasantly level terrain. Later, her mother noticed that she forgot her dinner, and sent Electra off on her bike to meet her; Electra maintained a steady pace of 30 km per hour. But then the sky darkened and the storm clouds gathered. So, exactly a half hour after Electra left, Orestes was sent off to meet the others with rain gear. Orestes rode at a steady pace of 40 km per hour. All three followed the same route. As it happened, the three siblings met at exactly the same time. What time was that?

Homework!, a new feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page B1.**

Feds Redesigning Universities

The Canada Research Chairs Program is a powerful tool being used by the Canadian government to accelerate the restructuring of post-secondary education.

By JAMES L. TURK

The Canada Research Chairs Program raises disturbing questions about the future of post-secondary education in Canada. It promises $900 million over five years to cash-starved universities — but it exacts a price in return.

Before discussing that price, we need to put the Canada Research Chairs Program in context. That context is one of the gradual restructuring of Canada's post-secondary institutions driven by government funding cuts and corporate desire to shape university research and teaching. The funding cuts have been dramatic. The federal government's cash contribution to post-secondary education has fallen this year by 34 per cent since 1992 — from $2.9 billion to $1.9 billion. As a share of the economy, this is the lowest level of cash investment in post-secondary education by Ottawa in more than 30 years.

Provincial spending on post-secondary education has dropped 14 per cent during the same period when measured on a constant dollar, per capita basis. Worse yet for universities, provincial operating grants to universities in 1999/2000, on a constant dollar and per capita basis, has fallen more than 25 per cent from what they were in 1992/93.

As well as less funding, provincial and federal cash have had more strings — targeting it to certain faculties or certain government priorities. Granting councils have increasingly introduced strategic programs and partnership arrangements that steer university research priorities to outside, often commercial, interests. The Canada Foundation for Innovation, with $1.8 billion in federal cash, requires researchers to find 60 cents from a "partner" for every 40 cents of public money — effectively giving "partners" veto power over what research gets done with public money.

There is also growing pressure for universities to narrow their focus — to emulate the corporate restructuring of the 1990s with an emphasis on "selective excellence." Cornell University President Emeritus Frank Rhodes glowingly describes this as "de-Harvardization" — seemingly oblivious to the interdisciplinary cross-fertilization that is vital to a healthy and intellectually stimulating university environment.

Finally, the academic profession itself is being pressed to restructure. Government funding preferences and administrative directives are breaking that link between teacher and researcher that defines the uniqueness of university academic practice.

Increasingly university administrators are turning over instructional responsibilities to faculty members who are hired to only teach — an underclass that is poorly paid and denied prerequisites necessary for normal academic life, such as academic freedom and a role in collegial governance.

Powerful forces are undermining university pay structures — pressing for academics' salaries to be based on market demand for each specialty. This is creating rifts in the profession and a pay structure that bears no relation to the importance of each specialty in the intellectual life of the university.

In this context, the $900 million Canada Research Chairs Program looks less benign. It is a powerful tool being used by the Canadian government to accelerate the restructuring of post-secondary education along the lines described above. Four effects of the program will be particularly pernicious:

The Matthew Effect — To Those Who Have, More Shall be Given

The federal government has decided to allocate the 2,000 chairs based on each university's share of money from Canada's three granting councils. This allocation formula means 12 universities get two-thirds of all chairs — leaving the remaining 60 or so universities to divide up the rest. Such gross inequality propels Canada in the direction of the American model of university education — with a handful of excellent giants at one end and a huge number of less than adequate institutions at the other.

A distinguishing characteristic of Canada's university system is the consistence of its quality, made possible in large part because it is a public system. While there are some exceptional universities, all Canadian universities afford students the opportunity of getting a good quality education.

The grossly inequitable distribution of the Canada Research Chairs helps undermine Canada's consistent quality and moves us toward the pear-shaped reality of our American counterparts.

Realigning Disciplinary Priorities

About 54 per cent of full-time Canadian academics are in the social sciences and humanities, just under 29 per cent are in the natural sciences and engineering, and 18 per cent are in health sciences. For some years, the federal government, at the behest of industry, has been bemoaning this reality. The Canada Research Chairs Program bas been designed to change this disciplinary balance.

Only 20 per cent of the chairs will be allocated to the social sciences and humanities, whereas 35 per cent will be given to health sciences, and 45 per cent will be allocated for natural sciences and engineering. This will begin to change the face of Canada's universities — despite the interests of students (the majority of whom have opted to study social sciences and humanities) and despite the interests of the faculty (the majority of whom have dedicated their teaching and research lives to social sciences and humanities).

The Stars & Drones

The Canada Research Chairs Program is also accelerating the trend to dividing faculty members into a small camp of "stars" to whom enormous resources will be dedicated and the remainder with whom the university will have to make due.

This is a major problem. All academics are committed to a meritocratic system — all having shown their intellectual prowess through a gruelling process of graduate study, followed by rigorous assessment required to receive an academic appointment, then further assessment for tenure after a probationary period unparalleled in any other profession. But a university achieves excellence only if the academic staff can be part of a scholarly community — a community fatally divided by consigning the majority to the category of necessary but under-resourced and underappreciated drones.

The federal government has made a conscious choice not to put $900 million into desperately needed core funding for universities that would help all faculty and students. Instead, they gave it all to a program that rewards a few and gives nothing to the rest.

As Nobel Laureate Torsten Wiesel, President Emeritus of the Center of Mind, Brain and Behavior at Rockefeller University recently noted: "No one seemed to understand that you can't create good scientists by gutting the universities and only funding the top end of research. You have to start from a solid base or the entire system will be flawed."

Undermining Governance & Autonomy

Academic governance and university autonomy are among the most jealously guarded attributes of the university. They are at the heart of what protects the quality and integrity of our institutions. Yet both are fundamentally compromised by the design of the Canada Research Chairs Program which gives an external government panel veto power over who is given a chair. This, then, is an external veto over all external chair appointments.

Under the program, the university is to use its normal internal hiring and appointment process to select nominees for chair positions. In almost all cases, the university's ability to hire any of its external nominees will be dependent on those individuals being awarded a chair. But that final decision does not rest within the university community: it rests with the Canada research chair steering committee. The program secretariat has set up a college of reviewers who will recommend to the steering committee whether or not a university's nominee should be granted a chair's position. The decision of the steering committee is final.

See RESEARCH CHAIRS Page A4

Government Lags Behind the Times on Women's Issues

A Feminist Dozen

The Canadian Women's March Committee has developed a set of 13 immediate demands. Women in Canada call on the federal government to:

1. Restore federal funding to health care.
2. Spend an additional 1 per cent of the budget on social housing.
3. Set up the promised national child care fund.
4. Increase Old Age Security payments to provide older women with a decent standard of living.
5. Use the surplus from the Employment Insurance fund to increase benefits, provide longer payment periods and improve access, as well as improve maternity and family benefits.
6. Support women's organizing for equality and democracy.
7. Fund consultations with a wide range of women's equality-seeking organizations prior to all legislative reform of relevance to women's security and equality rights.
8. Implement a progressive immigration reform.
9. Contribute to the elimination of poverty around the world.
10. Adopt national standards which guarantee the right to welfare for everyone in need and ban workfare.
11. Recognize the ongoing exclusion of women with disabilities from economic, political and social life.
12. Establish a national system of grants based on need, not merit, to enable access to post-secondary education and reduce student debt.
13. Adopt proactive pay equity legislation.

FIFTY thousand demonstrators converged on Parliament Hill Oct. 15 to support demands to end violence against women and women's poverty in Canada for the World March of Women 2000 event in Ottawa. But Prime Minister Jean Chrétien sent them home with nothing but a directive to talk with his Ministers and the provinces.

He will have to catch up to women, event organizers say. "We're on the move and we're not stopping," said Terri Brown, president of the National Action Committee on the Status of Women and a member of the Canadian Women's March Committee (CWMC).

"Women demand that government take a clear leadership position on where we're going on women's poverty and violence against women," said Jennifer Anthony, national deputy chairperson of the Canadian Federation of Students and CWMC member.

Representatives of CWMC met with the Prime Minister following the largest march of women in Canadian history to discuss women's demands but received no firm commitments.

According to Brown the Prime Minister wasted their time. "He showed a profound lack of leadership," she said. "We wanted him to make a commitment that our 13 demands would be reflected in his pre-election mini-budget on Oct. 18. All he came back with was a reminder that he had appointed a number of women to profile positions in his government."

"The PM just doesn't get it," said Nancy Riche, secretary-treasurer of the Canadian Labour Congress and CWMC member.

"While appointing women to high positions in government may be a noble gesture, he in no way addressed the realities of the lives of the majority of women in Canada today."

An estimated 50,000 men, women and children marched on Parliament Hill for the World March of Women 2000.

CWMC said there was nothing in Paul Martin's mini-budget to address women's key demands and the committee now questions the government's willingness to pro-actively address the concerns of women in Canada.

"Women don't want tax cuts," Anthony said. "Tax cuts and tax credits mean very little for those without money."

"The Prime Minster is going to have to catch up with us now because we are going to work and will continue to organize and push for what we want," Riche said. "Women will put this government on record, one way or another."

Organizers of the October march vow to work with women across Canada to continue to push for real change. A vigorous lobbying program of 68 proposals to end poverty and violence against women has been underway since the summer, and will continue into the election season.

The CWMC, a coalition of 24 national women's organizations, has worked in tandem with more than 5,300 organizations in 159 countries on the campaign against women's poverty and violence against women.

The CWMC program, *It's Time for Change*, made up of 68 proposals for legislative and policy reform ranging from the protection of women's social, economic and cultural rights, women's work, the human rights of immigrant women, Aboriginal women, and lesbians, the support of the human rights of women around the world and the encouragement of women's active citizenship, can be found at www.canada.marchofwomen.org. ■

The march winds past the National Gallery of Canada in downtown Ottawa.

National Lobby Day Cancelled

THE planned CAUT/FQPPU national lobby day has been preempted by the federal election campaign.

In its place, CAUT will host a lobbying and communications workshop on Nov. 23.

The workshop will provide participants with advice and training on how to effectively deal with politicians and the media.

Specifically, the workshop will focus on how to organize local meetings with MPs immediately after the election, what key issues to raise during the meetings, what steps to take to maintain an ongoing dialogue with local MPs, and, how to develop effective communication and lobbying skills to ensure that post-secondary education issues continue to receive visibility in the community.

The hands-on workshop will be held at CAUT's office in Ottawa.

Participants will be asked to act out roles and work through common problems encountered in dealing with politicians and the media. ■

The Canada Research Chairs Program Raises Some Disturbing Questions

☞ From PAGE A3

The federal government is not prepared to trust internal university decision-making processes. In its *Canada Research Chairs: Questions and Answers*, the government makes clear that not only will final decisions be made externally, they will not be a rubber stamp: "the program steering committee is fully prepared to have a high rejection rate if necessary, in order to ensure that the program supports only the highest calibre of award winners." So much for academic governance and university autonomy.

There Are Alternatives

The federal government could have designed the program in ways that avoided many of these problems. The inequitable distributional aspects of the program could have been lessened if chairs had been awarded based on the number of full-time faculty members in each of the three disciplinary areas and based on each university's share of faculty members in each area.

Regular university decision-making processes could have been trusted, rather than distrusted, for making final decisions about who should be given chairs. The federal government accepted the universities' strategic plans as decided by each university. They could have done the same for chairs.

Better yet, the federal government could have allocated the $900 million to help restore core funding for universities so that universities could decide priorities and initiatives for themselves.

But the federal government has made crystal clear to CAUT that they intended to have the very outcomes about which we complain.

They want to shift priorities away from social sciences and humanities toward the natural and health sciences and engineering. They want to increase the tiering of universities, with only a handful of full-fledged research universities.

They want to increase the differential among faculty members – with a small core of research stars and a larger group of workers who will increasingly bear a heavier teaching load.

And, they want to intrude on university autonomy to make universities more responsive to government and commercial directives.

When the program comes up for review at the end of three years, CAUT will document the impact the program has had on our universities. In the meantime, the best we can do is try to assure the greatest awareness possible about the nature of the program and its effects, and persistently assert faculty prerogatives in decision-making about the program at each university. ■

James L. Turk is the executive director of CAUT.

Education is a Top Priority

☞ From PAGE A1

"Education is a provincial jurisdiction," Booth noted, "but Canadians feel there needs to be a strong federal role."

He added that these results support CAUT's view that Ottawa must take a more active role in funding the country's universities and colleges. CAUT is urging the federal government and the provinces to cooperate in establishing a national post-secondary education act.

Such an act would be modelled on the *Canada Health Act*, explained Booth, and would set out "common principles for the provision of post-secondary education" while reforming how Ottawa transfers funding to the provinces to ensure greater accountability for how federal contributions are spent. ■

The Decima poll results are based on a telephone survey of more than 2,000 adults across the country and are considered accurate within ±2%, 19 times out of 20.

Le Bloc Québécois défend les intérêts du Québec

DANS son programme électoral, le Bloc Québécois réclame la hausse des transferts fédéraux destinés à l'éducation postsecondaire. Il propose donc que le gouvernement fédéral indexe le TCSPS à hauteur de 10 milliards de dollars sur cinq ans de façon à ce que le gouvernement du Québec puisse injecter les fonds nécessaires au bon fonctionnement et à l'amélioration de son système d'éducation. « En 1999-2000, l'effort financier du fédéral pour l'éducation postsecondaire a été le plus faible des 30 dernières années », soutient le chef du Bloc Québécois, Gilles Duceppe.

Par ailleurs, le Bloc considère que l'entente de septembre dernier entre les premiers ministres est un pas dans la bonne direction, mais qu'elle est loin de suffire à réparer les dommages causés par les compressions du gouvernement libéral.

En ce qui a trait aux dépenses en recherche et développement, le Bloc est très critique vis-à-vis du gouvernement libéral en lui reprochant les compressions antérieures et en comparant le Canada aux autres pays de l'OCDE. Le parti voudrait également que les investissements en R-D soient plus équitables pour le Québec et il estime que les Libéraux négligent le Québec.

« Le Québec perd à voter pour le Parti libéral de Jean Chrétien parce que, dans le Livre rouge, le Québec n'existe pas », lance M. Duceppe.

Le parti ne s'est pas opposé à la création de la Fondation canadienne pour l'innovation, mais il affirme que « si le gouvernement prioritise le développement des infrastructures de recherche, il doit, dans la même mesure, augmenter le financement de la recherche. »

Quant au Programme de chaires de recherche, le Bloc déclare que «l'argent aurait très bien pu être transféré aux provinces par le biais du TCSPS, mais le gouvernement fédéral a préféré créer un programme qui, selon l'Association canadienne des professeures et professeurs d'université, "ne fera qu'empirer des problèmes existants" ».

Le chef du Bloc Québécois — Gilles Duceppe

Le programme électoral du parti propose en outre d'autres orientations : l'élimination de la TPS sur les livres, la préoccupation de l'environnement dans le cadre des accords commerciaux internationaux et des conventions fondamentales du travail de l'Organisation internationale du travail.

Enfin, le Bloc traite du « déficit démocratique » des négociations commerciales. Il réclame que les textes de base de chaque accord soient rendus publics et que les parlementaires participent au processus de négociation de tout accord commercial. ■

Canadian Alliance Draws Fire at Brock University

A BOISTEROUS crowd of university students, chanting "Stockwell, Go Homo," jeered Canadian Alliance Leader Stockwell Day on his visit to Brock University early in the federal election campaign.

About two dozen protestors confronted Day and accused the Alliance leader of pandering to corporate interests.

"He's a person that just listens to big money – he's directed by a certain elite few, and those people are spin-doctoring him into doing what they want," said Colin Goodeve, a political science student.

"We're not really electing a party here, we're electing elite businessmen to run the country, and I think that's wrong because Canada's a country for the people."

After brushing past the protestors, Day held a private meeting with a group of students that had been selected to attend by a political science professor who is a member of the Canadian Alliance.

Day told the group his party would improve accessibility to post-secondary education by implementing an income contingent loan repayment plan under which students will be allowed to borrow more to cover rising tuition fees. In return, students will be able to pay back their loan over a longer period based upon their income after graduation.

Alliance Leader Stockwell Day

The Alliance plan was quickly condemned by the Canadian Federation of Students which said income contingent loans would further restrict accessibility.

"The cost of tuition is already a serious deterrent, but the Alliance's proposal is a recipe for even higher tuition fees and higher debt," said CFS national chairperson Michael Conlon. "Income contingent loans are particularly unfair for lower-income earners because it takes them longer to pay off the loan and consequently they pay more interest."

Earlier, Day claimed that high taxes were behind the so-called brain drain of well educated and highly skilled Canadians to the U.S.

However, a recent Statistics Canada survey showed that for every university graduate who moved south during the 1990s, four highly educated migrants came to Canada. The survey also found the number of Canadians moving south of the border as a share of the population is well below the historical average. ■

– PHOTO: MATT LAWLOR/THE BROCK PRESS –

Brock University — Student protestors confront Canadian Alliance Leader Stockwell Day on the campaign trail.

New Democrats Set Their Sights on Health Care

Alexa McDonough promises to fix the health care system by increasing federal funding for medicare.

CLAIMING that the federal Liberals have starved the health care system and opened the door to privatization, New Democratic Party Leader Alexa McDonough is promising to stop the growth of two-tier medicine by increasing federal funding for medicare.

"Every Canadian deserves high quality health care, no matter where they live or how much money they have," said McDonough. "Unlike the Liberals or the Alliance, New Democrats believe that for all Canadians to have quality health care the federal government has to set and keep national standards."

If elected, the NDP promises to amend the *Canada Health Act* to withhold federal funding from provinces that allow private for-profit clinics to provide insured health care services. The party would introduce a national prescription drug program that would cost $2.4 billion and pay for drugs for patients recovering at home after a hospital stay, or for those with chronic illnesses without a private drug plan.

The health package also includes more than $1.2 billion a year to establish a national home care program to support families caring for sick relatives.

On post-secondary education, the NDP is promising to make a college and university education more accessible by replacing the Millennium Scholarship Fund with a needs-based grants program, negotiating with the provinces to freeze and roll back tuition fees, and making the Canada Student Loans Program interest-free during the life of the loan. The NDP is also proposing to credit all interest paid on student loans since 1995 and to deny federal funding for private, for-profit universities.

CAUT president Tom Booth said the NDP's proposals on improving access to post-secondary education are positive, but that there is little detail as to how they would increase funding to universities and colleges.

"It's not clear how the NDP plan would ensure that badly needed dollars are delivered to our institutions," he said. "The problem we see with rising tuition fees and diminished accessibility is really a symptom of a far deeper problem – the lack of core funding."

NDP Leader Alexa McDonough

Other highlights of the NDP platform include: a national job training fund, a national child care program, a national housing strategy to combat homelessness and build affordable non-profit units, a $900 million increase in foreign aid, and, $4 billion for environmental programs

The NDP would cancel the Liberal's tax cuts announced in the fall mini-budget and instead provide a full rebate for all those earning less than $15,000 a year, a move the party says would provide $800 more to low income earners than under Finance Minister Paul Martin's plan. The party would also double the child tax benefit and impose an excess profits tax on the banks.

In unveiling her party's platform, McDonough said the economic policies of the Alliance "are hateful in terms of how they impact on individuals and whole communities," but that the way the Liberals are adopting the same policies is even "scarier." ■

Liberals Focus on 'New Economy'

THE Liberal Party's election platform promises the party will meet the challenge of the so-called new economy by turning Canada into a "smart country," but CAUT says the Liberals are still making dumb choices.

Liberal Leader Jean Chrétien claimed his party's plans will "vault Canada into the new economy" and ensure "the new economy benefits all citizens and that no one is left behind."

But CAUT president Tom Booth said the lack of commitment to fund post-secondary education will mean many Canadians are in danger of being shut out of the new economy.

"You don't need a PhD to know you can't build a smart country by starving universities and colleges," he said. "There's absolutely nothing in the Liberal platform that recognizes the urgent need to increase core funding to improve the quality and accessibility of post-secondary education. In fact, none of the political parties has adequately addressed this issue."

Chrétien said a re-elected Liberal government would make good on its plans to cut taxes by at least $100 billion and to implement the health care accord reached with the provinces in September that will inject more than $21 billion of federal money into the system over the next five years. The Liberals plan to spend about $6 billion over the next four years on research and development, education, crime prevention, health care and children's programs.

Liberal Leader Jean Chrétien

Booth criticized the Liberals for devoting too much of the surplus to tax cuts when there are other pressing social needs. He also noted that the new education initiatives announced in the platform, including more targeted research funding, fail to address the real problems facing students and faculty.

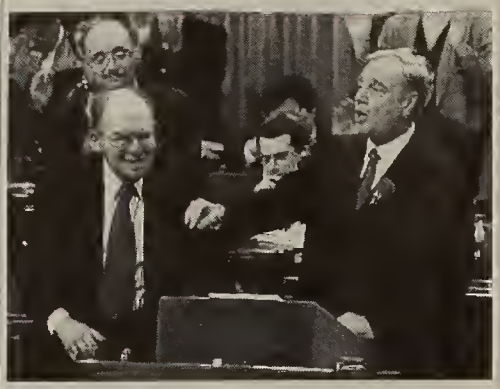
The Liberals' plans to improve loans for part-time students, Booth argued, will do little to improve accessibility.

"Students don't need more debt," he said. "What students need and deserve is a more affordable education."

The Liberals have also promised to establish Registered Individual Learning Accounts whereby Canadians would receive tax breaks to save money to attend public or private training programs.

"This is the dumbest scheme yet," Booth said. "The people who need training the most – the unemployed and those in low wage jobs – are the ones who are least able to make any contribution to a learning account. The scheme will end up subsidizing private training institutes." ■

Federal Mini-Budget Fails Education Again



FEDERAL Finance Minister Paul Martin's October mini-budget gets a failing grade when it comes to preparing Canadians for the "new economy."

"You simply can't build the new economy on a shaky foundation of tax cuts," said CAUT president Tom Booth. "You have to ensure people have the opportunities to learn."

Martin's economic statement, delivered on the eve of an election call and intended to pull the rug out from under the Canadian Alliance's tax-cut platform, announced a massive $100 billion worth of tax reductions over the next five years, including bigger than expected reductions for higher income earners.

Booth said that in their plans to devote the lion's share of the surplus to cutting taxes, both the Liberals and the Alliance fail to recognize that continued underfunding is threatening quality and putting a university and college education out of reach of more and more young people.

He acknowledged Martin's mini-budget raised the education tax credit, but said this will do nothing to solve the problem of higher tuition fees and student debt.

"Students and their families are being forced to take on unbearable debt loads and the increased tax credit for students announced today will not make a dent in this," he said. "Students who need relief the most – those with very low incomes – will not benefit at all because they have little or no taxable income."

Budget Highlights

- New taxation rates and taxable income thresholds, effective January 1 – 16 per cent up to $30,754 (previously 17 per cent); 22 per cent up to $61,609 (previously 24 per cent); 26 per cent up to $100,000 (previously 29 per cent), and 29 per cent over $100,000 (unchanged).
- A minimum $10 billion debt payment in the current fiscal year.
- Elimination of the 5 per cent high income surtax.
- $100 increase in the Child Tax Benefit.
- $100 million over five years for the Social Sciences and Humanities Research Council to support research on the "knowledge economy."
- $400 million of new funding for the Canada Foundation for Innovation to cover the operating costs of university research.

"Even with extra funding for research, none of these proposals tackles the fundamental problem facing our universities and colleges – the lack of core funding," Booth said.

"Our institutions as a whole are literally crumbling and funding the operating costs of university research will largely channel more money into the richest and largest universities.

"Overall, this budget ignores education. And that is simply bad public policy."

Silencing the Critics

CAUT was joined by the Canadian Federation of Students in criticizing the government for the way it handled the release of the mini-budget. In a strongly-worded letter to Prime Minister Jean Chrétien, they accused the government of restricting access to the secured reading of the budget and to the media opportunity traditionally provided for non-governmental organizations on Parliament Hill.

"We've been invited to every secured reading of the budget until now but were shut out this year," Booth said. "We believe the government wanted to muffle criticism of its mini-budget before the election in the same way it's trying to silence the Auditor General."

Traditionally, when the government releases a budget or key economic statement, the deputy minister of Finance usually invites non-governmental organizations to a secured reading prior to the document being tabled in the House of Commons. After the "lockup," those in attendance have then been given the opportunity to address the media.

"I was invited to the deputy minister's watch, but wasn't allowed to participate in the media opportunity," said CFS national chairperson Michael Conlon. "From what I saw, there was clearly an attempt to keep some organizations away from the media."

In the joint letter, Booth and Conlon say the government's actions are anti-democratic and "cannot be tolerated and must not be repeated." ■

Tories Propose Tax Cuts

Joe Clark promises to reduce the debt and cut taxes even more aggressively than the Liberals.

TORY Leader Joe Clark is hoping he can save his party from being swept aside by the Canadian Alliance with a campaign platform that mixes conservative economic policies with moderate social values.

In unveiling his party's platform, Clark echoed Alliance Leader Stockwell Day in attacking the Liberals for "wasting billions of taxpayers' dollars through financial mismanagement" and for doing nothing to stem the alleged "brain drain" of highly skilled Canadians to the United States.

If elected, Clark said, his party would reduce the debt and cut taxes even more aggressively than the Liberals, completely eliminating the capital gains tax and raising the amount of income Canadians can earn tax free by $1,000 a year over the next five years.

However, Clark was careful to portray his party as one that is more tolerant on social issues.

"As Progressive Conservatives, we believe in the Canadian values that founded and built this country – family, community, diversity, individual initiative and generosity of spirit," Clark said.

On new spending initiatives, Clark promised his party would fully restore the cash portion of the Canada Health and Social Transfer (CHST) to at least 1993-1994 levels, but offered no plans to ensure that provincial governments would be required to pass on federal funds to hospitals and post-secondary institutions.

CAUT president Tom Booth said that without such a guarantee, an increase in the CHST would be "like pouring money down a dark well."

PC Leader Joe Clark

"The CHST is like jelly," he added. "Where federal dollars are spent, even if they are spent, is almost impossible to know."

Like the Alliance, the Tories are proposing replacing the Canada Student Loans Program with an income contingent loan repayment plan, a scheme that has been sharply criticized by students as unfair for lower income Canadians.

The Conservatives say they would also provide help to students by eliminating the taxable status of scholarships and introducing a tax credit on the repayment of Canada student loan principal.

Additionally, Clark said a Tory government would establish a Canadian Institute for Learning and Technology to promote the use of on-line learning and the development of "learning products." ■

L'éducation, grande perdante du mini-budget

LE mini-budget du ministre des Finances, Paul Martin, déposé en octobre, a échoué l'examen sur la préparation de la population canadienne à la « nouvelle économie ».

«Vous ne pouvez pas construire une nouvelle économie sur des fondations peu solides comme la réduction des impôts », a déclaré le président de l'ACPPU, Tom Booth. « Vous devez garantir aux gens la possibilité de s'instruire. »

Dans son exposé économique, publié la veille du déclenchement attendu d'élections et visant à couper l'herbe sous le pied du programme de réduction d'impôt de l'Alliance canadienne, M. Martin y annonce une réduction d'impôt massive qui totalisera 100 milliards de dollars au cours des cinq prochaines années, y compris des réductions plus importantes que prévues à l'intention des salariés à revenu élevé.

M.Booth a affirmé que tant les Libéraux que les Alliancistes, en voulant consacrer la part du lion du surplus à la réduction des impôts, ont refusé de reconnaître que le sous-financement permanent met en péril la qualité de l'enseignement universitaire et collégial et empêche de plus en plus de jeunes d'y avoir accès.

Convenant que M. Martin avait consenti à une augmentation du crédit d'impôt pour études, il a toutefois ajouté que cette mesure ne réglerait pas le problème des frais de scolarité élevés et de l'endettement des étudiants. «Les étudiants et leur famille sont obligés de s'endetter lourdement, et l'augmentation du crédit d'impôt pour les étudiants annoncée aujourd'hui n'améliorera guère la situation », a-t-il déclaré.

Voir L'ÉDUCATION à la page A12 ☞

Faculty Strike at Memorial University

☞ From PAGE A1

payment for teaching overloads, payment of a severance allowance, accommodation for members with disabilities, and collegial governance. The administration also wants to cap its payments to benefit plans.

"These matters are important to our members. They perceive the administration's refusal to negotiate these issues as a dismissal of their concerns," Roy said.

Monetary issues have been particularly difficult. Both parties propose approximately 20 per cent total salary increases over the three-year agreement (including scale and step increases).

They differ considerably on the distribution. The administration wishes to provide an additional four step increase (about $5,000) only for members with doctorates. This would seriously disadvantage about 25 per cent of the members, especially librarians, and faculty in the school of nursing, in fine arts and selected other departments. In many of these areas, doctorates are not available or have become available only recently. Many people who do not hold doctorates have worked for years at the university, often with distinction.

Under the employer's proposal faculty members with PhDs would receive about 20.6 per cent while those without PhDs get about 15 per cent. Sessional lecturers would receive an increase of only B per cent. MUNFA's proposal would distribute the increase far more fairly among PhDs, those with masters degrees and sessional lecturers.

Also, the association wants the salary increases to start early in the term of a new agreement, while the administration proposes to pay a large portion of the increase near the end of the proposed three-year agreement.

On the first morning of the strike the administration cancelled classes and declared the rest of the week "term break." Many students had already made plans to return home two weeks later during the regularly scheduled fall semester break. A student demonstration prompted the administration to offer financial compensation to students for additional travel expenses incurred by having to change their tickets. Keith Dunne, president of Memorial's student union, said the administration's action was taken "without the consultation of Memorial's students leaders," and that "students are being used to weaken the impact of the strike."

In a message to MUNFA members, CAUT president Tom Booth said, "Your issues are crucial to us all. I know you are negotiating with every tool at your disposal. You have my deepest respect and admiration."

At strike headquarters messages of support continue to pour in from across the country. Mark Lee, a Memorial alumnus and now an assistant professor at Mount Allison University wrote: "The future of Memorial University is being played out at this moment. I may only hope that this insidious, divisive threat, coming from an administration posing as the voice and vision of Memorial University, will serve its opposite purpose: to weld together the will of those faculty who make Memorial one of Canada's great, often untold, successes." ■

Updates and information on the Memorial University strike can be viewed at www.caut.ca.

Protecting Audio Visual Works

CAUT called on the federal government to protect faculty intellectual property rights in upcoming World Intellectual Property Organization (WIPO) negotiations about the rights of performers in audiovisual productions.

Universities, among many others, have come to view developments in communication technology and the increased capacity for the presentation and storage of audiovisual information by means of computers as opening up new and potentially lucrative opportunities in the area of distance education.

In a brief submitted to Industry Canada and Heritage Canada, CAUT urged opposition to a U.S. proposal to have a mandatory transfer of rights from performers to producers.

"This treaty will establish basic rights for the protection of performers' audiovisual performances and the fixations of those performances," said Ken Field, a former member of the CAUT executive who represented CAUT at a recent WIPO consultation.

"Faculty members who produce educational and instructional material like online education courses will be treated as performers and covered by this treaty," he added. "Also included will be video recordings of their lectures, or multimedia presentations they prepare for their classes."

CAUT stressed that the creators' ownership of these educational materials must be protected rather than automatically becoming the property of the university.

CAUT also argued that moral rights must also remain with the faculty member who creates the course material. Moral rights include not only the right to be associated with a work as its author or producer but also the right to object to any distortion, mutilation or other modification that would be prejudicial to the faculty member's reputation. ■

The draft treaty is available at www.wipo.int/eng/meetings/2000/iavp/index_2.htm.

Public Investment in PSE

Recent OECD figures reveal that Canada leads in cutting post-secondary education funding.

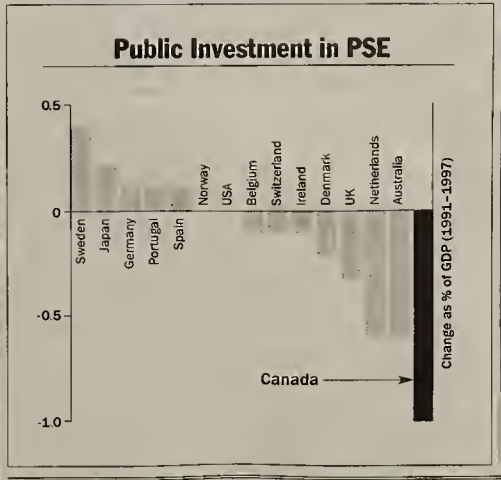
CANADA has the dubious distinction of leading the industrialized world in cutting funding for post-secondary education.

Recently released figures from the Organization for Economic Co-operation and Development show that between 1991 and 1997, public funding for post-secondary education in Canada declined by 1 per cent of GDP. That compares with an average funding among OECD nations cut of only 0.1 per cent.

CAUT president Tom Booth said the OECD figures underline the severity of cutbacks in Canada. He called on Ottawa and the provinces to take advantage of their improving financial health to immediately boost funding for Canada's universities and colleges. "With governments facing bulging surpluses, we now have the resources to build the best post-secondary education system in the world," he said. "But we have to convince our governments to make that investment and not to squander the surplus on tax cuts. Cutting taxes at the expense of education and other programs will in the end make us all poorer."

Booth warned that Canada cannot afford to fall further behind other countries in public funding for post-secondary education.

"Investing now is both an economic and social imperative," he added. ■



– SOURCE: EDUCATION AT A GLANCE, OECD INDICATORS, 1993 & 2000 EDS. –

Postcards Flood CAUT Office

– PHOTO: COURTESY OF THE LETHBRIDGE HERALD/ROB OLSON –

United front — Lethbridge faculty association president Richard Epp (left), student union president Dezmond Belzeck and University of Lethbridge president Bill Cade deposit their postcards for the prime minister.

TENS of thousands of postcards urging the federal government to increase funding for post-secondary education have been flooding CAUT's office from all across the country.

The postcards are part of an effort spearheaded by CAUT and its local associations to raise awareness of the need for increased public investment in universities and colleges after a decade of budget cutbacks.

"The response to the campaign has exceeded our most optimistic expectations," said CAUT president Tom Booth.

"This has really hit a nerve out there. People are tremendously concerned about the future of post-secondary education in this country."

Booth warned that funding cuts are diminishing the quality of Canada's universities and colleges and that rising student fees are limiting access.

"Everyone who's signed a postcard knows the current situation is simply not sustainable. If we're not careful, we risk causing irreparable damage to our education system and of jeopardizing the future of our young people."

With a federal election now underway, Booth is hopeful the public profile the postcard campaign has will ensure that education issues get the prominence they deserve.

"The sheer number of cards arriving in our office should make all five political parties stand up and take notice."

CAUT distributed 100,000 'Fund the Future' postcards nationwide earlier this fall. ■

The postcard campaign is also underway online. Sign an electronic postcard at www.caut.ca.

CALL FOR APPLICATIONS

2001 ACUNS/ASIL Summer Workshop on International Organization Studies

University of Namibia • 5-18 August 2001

HUMANITARIAN INTERVENTION AND THE ROLE OF INTERNATIONAL ORGANIZATIONS

The eleventh in a series of summer workshops on international organization studies, this workshop will be held in Africa in August 2001. The purposes of the workshop are to encourage new directions in international organizations and related legal studies, establish and strengthen contacts among legal and international relations scholars and UN practitioners, and stimulate teaching and research in these subjects.

The workshop is designed for advanced graduate students, post-doctoral scholars, young international relations and law school faculty, lawyers and other practitioners. Selected participants will receive travel stipends, room, and board. Completed applications must be postmarked by 15 January 2001. For more information and an application form, please contact:

ACUNS/ASIL Summer Workshop • Yale University
Box 208206 • New Haven, CT 06520-8206
Tel: 203/432-6512 • Fax: 203/432-5634
Email: acuns@yale.edu • Internet: www.yale.edu/acuns/

Funded by the Ford Foundation and the John D. and Catherine T. MacArthur Foundation.

La liste de diffusion pour les bibliothécaires d'université

CAUTLIB, la liste de diffusion du Comité des bibliothécaires de l'ACPPU, offre un moyen de communication entre les bibliothécaires d'université. Elle fournit une tribune pour l'échange d'information et d'opinions intéressantes.

Inscrivez-vous sans tarder.

La participation à la liste est ouverte à tous les membres et membres associés de l'ACPPU. On encourage l'utilisation du français ou de l'anglais dans les échanges. Il est nécessaire que les bibliothécaires d'université participent activement aux discussions pour que la liste de diffusion soit un outil de communication efficace et valable.

À qui s'adresser?

Natalie Savard, de l'ACPPU, administre la liste. Pour vous renseigner davantage sur la liste, veuillez communiquer avec elle à savard@caut.ca.

CAUTLIB

La privatisation de l'éducation

☞ Suite de la PAGE A2

privées n'a pas été identifié. « D'un rapport à l'autre, les universitaires ontariens ont nettement souligné les préoccupations que soulève l'arrivée des établissements privés à but lucratif et les répercussions négatives qu'ils pourraient avoir sur la qualité de l'enseignement universitaire en Ontario. »

Alors que les effectifs étudiants devraient atteindre le niveau maximum de 90 000 étudiants d'ici dix ans et qu'il manquera près de 15 000 professeurs, M. Jacek affirme que le gouvernement continue de fermer les yeux sur cette situation critique dont la solution serait de financer suffisamment le système postsecondaire.

Tom Booth, le président de l'ACPPU, prévient que les universités privées épuiseront les ressources dont a tant besoin le secteur public.

« Les universités privées pourront administrer le régime de prêts d'études de l'Ontario et seront admissibles aux subventions de recherche. Le gouvernement devrait investir dans le système public et diminuer les droits de scolarité au lieu de subventionner des universités privées. »

Les groupes étudiants sont outrés de la décision du gouvernement d'adopter le projet de loi « sans avoir sérieusement consulté la population », selon les mots de Erin George, présidente pour l'Ontario de la Fédération canadienne des étudiantes et étudiants. Elle jure que son association luttera jusqu'au bout contre l'établissement des universités privées.

La fédération soutient que le projet du gouvernement entraînera une augmentation des coûts pour les étudiants. « Le gouvernement prétend qu'il offre des choix aux étudiants, mais, en réalité, ces choix ne s'adressent qu'aux étudiants bien nantis », ajoute M^me^ George.

En avril, le Conseil de l'ACPPU a adopté une résolution d'urgence qui condamnait la décision du gouvernement de l'Ontario de déposer le projet de loi 132. ■

Traduit de l'article « Paving the Way for Private Education in Ontario ».

Le mot du président

Une volonté politique pour soutenir l'éducation

LE 27 novembre sera jour d'élections mais les deux principaux adversaires politiques de la scène fédérale n'ont pas encore compris. Tant le parti Libéral que l'Alliance canadienne parlent abondamment de réduction des impôts et de la dette dans leur programme électoral. Ils restent cependant silencieux sur un sujet qui est devenu une source de préoccupation pour une majorité de plus en plus grande de Canadiens et de Canadiennes : l'éducation.

D'après de récents sondages, la population canadienne classe l'éducation au second rang, derrière la santé, parmi les secteurs les plus pressants où le gouvernement fédéral doit agir en priorité, loin devant la réduction des impôts et de la dette. Les Canadiens et les Canadiennes reconnaissent qu'un financement suffisant de l'enseignement postsecondaire est très important pour la qualité de vie et la prospérité économique de tous et toutes.

De plus, la population canadienne sait que les compressions des gouvernements depuis dix ans ont considérablement affaibli nos collèges et nos universités. Les dépenses totales des gouvernements provinciaux dans l'enseignement postsecondaire, une fois rajustées en fonction de l'inflation et de la croissance démographique, sont plus de 14 p. 100 inférieures à leur niveau de 1992-1993. Qui plus est, les subventions provinciales versées aux universités du Canada ont diminué de 25 p. 100 pendant la même période.

Les conséquences de ces compressions se constatent facilement. Les frais de scolarité ont gonflé de plus de 125 p. 100 au cours des dix dernières années, ce qui obligent les étudiants et leur famille à s'endetter plus lourdement alors que le revenu des familles stagne. La montée en flèche des frais de scolarité explique pourquoi le taux de fréquentation des universités s'est stabilisé et que l'écart dans les effectifs selon la classe socio-économique s'est élargi.

D'autre part, les étudiants qui réussissent à surmonter l'obstacle financier des frais de scolarité plus élevés constatent qu'ils paient davantage pour moins de services. Les compressions budgétaires imposées aux bibliothèques se traduisent par moins d'acquisitions et moins de ressources disponibles pour les étudiants. La décroissance numérique des professeurs entraîne une diminution du nombre de cours offerts, des classes plus populeuses et moins d'encadrement de la part des enseignants.

Une grande partie du problème découle de la réduction des transferts de paiement fédéraux qui a affaibli la capacité des provinces à financer suffisamment l'enseignement postsecondaire. En réunissant les transferts fédéraux au titre de la santé, des services sociaux et de l'enseignement postsecondaire en un seul transfert, soit le Transfert canadien en matière de santé et de programmes sociaux (TCSPS) en 1996, les Libéraux ont diminué le montant des crédits d'environ 7 milliards de dollars et ont modifié la nature du mécanisme de transfert. Le TCSPS accorde aux provinces plus de « souplesse » quant à la manière de dépenser les deniers fédéraux. En pratique, les gouvernements provinciaux sont encore moins tenus de rendre des comptes sur la manière dont ils répartissent les fonds fédéraux.

Cette situation est particulièrement vraie pour l'enseignement postsecondaire au titre duquel le versement des paiements de transfert n'a jamais beaucoup été lié à des conditions, au contraire de la santé ou des services sociaux. Et même lorsque la contribution d'Ottawa a augmenté pour l'éducation dans les années 1970 et 1980, peu de provinces ont versé au secteur le plein montant reçu du fédéral.

Cette absence d'obligation de rendre compte signifie que rien ne garantit l'augmentation du financement des universités et des collèges malgré la hausse récente du TCSPS. Ni le plan de Jean Chrétien de maintenir le cap ni la vision de Stockwell Day d'un Canada encore plus balkanisé et décentralisé ne résoudront ce problème fondamental.

À l'évidence, si les gouvernements fédéral et provinciaux estiment que l'éducation est la clé du développement social, culturel et économique du Canada, ils devront alors être prêts à trouver des moyens d'investir suffisamment et avec efficacité dans nos collèges et nos universités. Le fédéral devra donc rétablir les sommes retranchées mais aussi remanier sa méthode d'attribution du financement.

La *Loi canadienne sur la santé* peut servir de modèle pour renouveler les accords fiscaux au titre de l'enseignement postsecondaire. En retour de denier fédéraux, les provinces sont tenues, aux termes de la loi, de fournir des services de santé qui satisfont à certains objectifs nationaux, notamment l'universalité, la polyvalence et la prestation au public. Une même loi s'appliquant à l'enseignement postsecondaire pourrait établir des principes communs qui garantiraient l'accès aux études et la qualité tout en obligeant les provinces à dépenser les crédits fédéraux dans ce secteur.

Bien que l'éducation soit de compétence provinciale, les deux paliers de gouvernement ont un rôle à jouer en fournissant un meilleur accès à un système collégial et universitaire de qualité supérieure. Un financement suffisant est un impératif social et économique d'intérêt national. Pendant la présente campagne électorale, nous devons dire à nos dirigeants politiques que nous souffrirons tous et toutes des conséquences du sous-financement s'ils continuent de ne pas tenir compte de l'éducation. ■

Traduit de l'article « Political Will Needed to Sustain Education ».

Going on sabbatical leave?

Buy your new Volvo at a favourable tax free price and take delivery in Europe.

VOLVO VILLA

Leader in Tourist and Diplomatic Sales.
212 Steeles Ave. West, Thornhill, ON L4J 1A1
905.886.8800 • 905.886.0081

Volvo overseas delivery offers a wide range of quality vehicles available for overseas purchase at extremely favourable prices.

Enjoy the convenience of your own Volvo overseas. It gives the freedom to see Europe your way. Take advantage of this opportunity and we'll take care of all the paper work.

Choose where you want your new Volvo to be delivered. Utilize the Volvo assistance Europe scheme and the "Volvo Home Shipment Program."

Enquire about our worldwide delivery program.

For information call Milena Moncada.

1-888-TDS-5898

The Good Enough Professor — An Integral Part of the University

By ALLAN IRVING

I FIRST came to the University of Toronto in 1945 – mind you, I was only eight months old. No, I was not a child prodigy, far from it. But that spring my father, who was teaching at the University of British Columbia, accepted a position at Victoria College (he was officially a philosopher but seemed to spend most of his time dabbling elsewhere intellectually) and as I grew up one of our weekly rituals was to go to the university on Saturdays where we would swim at Hart House and have lunch at Burwash Hall.

To his great disappointment, I showed no early scholarly promise, despite his attempts to have me read (at age seven) Bertrand Russell, and the collected works of L.T. Hobhouse one summer. I preferred sports and it wasn't until long after his death that I worked my way back to a PhD.

As I completed my doctoral work at Toronto I came to realize I had an intense emotional relationship with the university, its ways of life, its ways of being. To this day I love walking the grounds of Victoria where, from time to time, I have been able to contemplate the eternal. When I obtained a position in the faculty of social work in 1984, it was more than just getting a job; it was like a homecoming to the primordial house of my being.

At first, in my enthusiasm to be back, I failed to notice warning signs of what was to materialize over the next 16 years. The university grew rapidly away from how it seemed to me in the 1950s, a period that I was having trouble escaping in my mind. There were "stars" then, too – Kathleen Coburn, Douglas Jay, Northrop Frye, Marshall McLuhan – a long list really. But these were not stars dropped in from the firmament but ones who emerged gradually and gracefully, over time.

Forward to the 1990s. First came the endowed chairs, about 131 at last count. Now the announcement of 251 Canada Research Chairs – stars both current and future – for the university. Most, of course, see these developments as wonderful, even exhilarating. These are the main acts.

So why is it that in this atmosphere and mood of self-congratulatory inebriation my mind immediately goes to Samuel Beckett's *Waiting for Godot* where Vladimir says, "This is becoming really insignificant," to which Estragon replies, "Not enough." Perhaps because I have always been more interested in the humble and ignored, what Robertson Davies calls the "fifth business" meaning the bit players who only in a minor way and often indirectly have an effect on the plot action – the sideshows outside the main attraction.

In the midst of all the "excellence" at the university surely there are others like me who are happy with being "good enough" professors. The idea of this was suggested to me after the birth of my first child when I read a book by Bruno Bettleheim called, *A Good Enough Parent*, the main theme of which was that one could never be the perfect parent any more than one should expect one's child to be the perfect individual since perfection is not achievable, at least by most.

"Efforts to attain it," wrote Bettleheim, "typically interfere with that lenient response to the imperfections of others ... which make good human relations possible." After all, everyone can't be excellent or the word loses all meaning – there has to be some sort of contrast or comparison. I came to feel that my "good enoughness" ought to be recognized in merit pay considerations since by not being excellent myself I was able to let others, by comparison, be so designated. I was, I felt, performing a helpful and even desirable service for my more excellent colleagues.

At a faculty meeting a few years ago when we were discussing endowed chairs for social work, a colleague claimed that at Ivy League universities about 66 per cent of full professors held some endowed chair title or other. I wondered aloud how the other one-third not so endowed full professors might feel. Would counselling be provided to help them with what could only be a major issue of self esteem? A bit of nervous laughter followed but I'm not sure the point was made. Since then, I have been of the view that what we really should extol is the "good enough" professor, the one who makes the university work day after day.

What I have in mind is the professor who sees the quality of personal supportive relations between and among students, faculty and staff as more important than research; the professor who does not feel too competitive; the professor who sees teaching as the universities' most noble activity; the professor who is broadly intellectually engaged without necessarily having large research grants; the professor who sees the university as a place for meditation, contemplation and wisdom not just frenetic activity.

Postmodern philosopher Richard Rorty in *Philosophy and Social Hope (1999)* writes about philosophical pluralism "as the doctrine that there is a potential infinity of equally valuable ways to lead a human life, and these ways cannot be ranked in terms of degrees of excellence, but only in terms of their contribution to the happiness of the persons who lead them and of the communities to which these persons belong."

Rather than always swinging for the fences with the next large research grant perhaps we should forget about excellence (agree to never use the word again) and think instead about perpetually creating and recreating ourselves – students, faculty and staff – as a community or communities of friends. I think that scholarship and research would take care of themselves and we would be happier in the process.

Not being as driven by the need to acquire a specific research

See GOOD ENOUGH Page A13 ☞

Academic Librarians'
Distinguished Service Award
2001

REQUEST FOR NOMINATIONS

The CAUT Academic Librarians' Distinguished Service Award has been established in order to recognize outstanding service by academic librarians or faculty who have contributed to the advancement of the status and/or working conditions of academic librarians at Canadian universities. Candidates must be either librarians or faculty members. Although they may not be currently employed in an academic library or university, their contributions during their careers must have benefitted academic librarians.

THE CRITERIA

Candidates will be assessed on their contributions to the advancement of the status and/or working conditions of academic librarians at either the local, regional or national level. Nominations will be reviewed and the recipient selected by an independent jury, elected by the CAUT Librarians' Committee. The award will be made at CAUT Council in November 2001 in Ottawa. Nominations must be accompanied by a brief statement of why the nominator feels the nominee qualifies for the award, letters from two referees and whatever other appropriate documentation is necessary to illustrate and support the nominee's contributions.

NOMINATION DEADLINE

All nominations for the 2001 Academic Librarians' Distinguished Service Award must be received by February 16, 2001. Nominations should be addressed to: Chair, Librarians' Committee, CAUT, 2675 Queensview Dr., Ottawa, ON K2B 8K2.

Prix des bibliothécaires pour
SERVICES ÉMÉRITES
2001

MISES EN CANDIDATURES :

Le Prix des bibliothécaires pour services émérites de l'ACPPU a été créé dans le but de reconnaître les services remarquables de bibliothécaires ou de professeurs ayant contribué à l'avancement du statut ou des conditions de travail des bibliothécaires d'universités canadiennes. Les candidats doivent être bibliothécaires ou professeurs. Même s'ils ne travaillent pas présentement dans une bibliothèque universitaire ou dans une université, leur apport au cours de leur carrière doit avoir profité aux bibliothécaires d'université.

CRITÈRES DE SÉLECTION :

Les candidatures seront évaluées selon l'apport à l'avancement du statut ou des conditions de travail des bibliothécaires d'université, que ce soit à l'échelle locale, régionale ou nationale. Un jury indépendant, élu par le Comité des bibliothécaires de l'ACPPU, examinera les candidatures et choisira un lauréat ou une lauréate. Le prix sera remis à Ottawa, à l'occasion de l'assemblée de novembre 2001 du Conseil de l'ACPPU. Les personnes proposant des candidatures doivent également expliquer brièvement pourquoi, selon elles, leur candidat ou candidate mérite le prix, fournir deux lettres de recommandation et tout document pertinent prouvant l'apport de la personne proposée.

DATE LIMITE DES MISES EN CANDIDATURE :

Toutes les candidatures au Prix des bibliothécaires pour services émérites de 2001 doivent nous parvenir avant le 16 février 2001. Prière de les adresser au Président, Comité des bibliothécaires de l'ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

The MORTGAGE Centre

Never before have CAUT members had such power! Now you can sit back and let Canada's leading lenders compete for the opportunity to fund your mortgage.

Mortgage Rates*

6 *mth*	6.49
1 *year*	6.90
2 *year*	7.25
3 *year*	7.00
5 *year*	7.00
7 *year*	7.35
10 *year*	7.45

MEMBER MORTGAGE MARKET

The Mortgage Market is made up of Canada's most innovative leading lenders.

- *Toronto Dominion Bank*
- *Bank of Montreal*
- *Laurentian Bank*
- *First Marathon*
- *CIBC*
- *FirstLine Trust*
- *Hong Kong Bank of Canada*
- *plus many others...*

Contact Us Today!

TEL 1.888.216.7770 ext. 227
FAX 1.888.216.7771
WEB www.caut.ca/mortgage_centre/
EMAIL mtgcntr@concentric.net

* Mortgage rates as of November 2/2001. These rates are subject to change without notice. 6 mth rate is variable. All other rates are closed.

The Listserv for Canadian Academic Librarians

CAUTLib, the listserv of CAUT's Librarians Committee is the vehicle for communicotion between Conodo's ocodemic librorions in the discussion is necessory to moke this listserv on effective and voluable meons of communicotion. It provides a forum to share informotion and opinions on topics of interest.

Join Today...

Participation in the list is open to members ond ossociate members of CAUT. Correspondence is encouraged in French and English. Active involvement by ocodemic librorions in the We look forword to your porticipotion!

Contact CAUT...

The list is managed by Notolie Sovord ot CAUT. For more informotion obout this list ond how to portcipate in the discussion, contact her at sovord@cout.co. There is no chorge to subscribe.

CAUTLib

The University of Windsor thanks the many academics who responded to our recent job postings. While the selection process for most of the advertised positions is in progress as this publication goes to press, a number remain open. We encourage your continued interest and attention to our website for information on these and other faculty positions to be posted in the near future.

Our increased investment in research and teaching, along with our growing student body, have necessitated a growth in faculty. And while our immediate needs are being met by a combination of tenure-track and limited-term positions, our commitment to making tenure-track positions available remains the focus of our hiring policy.

For information on new postings, please stay tuned to our website, www.uwindsor.ca/facultypositions, or contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608.

SET ASIDE PRECONCEPTIONS.
DISCOVER SOMETHING REMARKABLE.

the degree that works

UNIVERSITY OF WINDSOR

Un déferlement de cartes postales

Le secrétariat de l'ACPPU a été inondé de dizaines de milliers de cartes postales, provenant des quatre coins du pays et exhortant le gouvernement fédéral à augmenter le financement de l'enseignement postsecondaire.

La campagne de cartes postales est l'une des initiatives de sensibilisation que l'ACPPU et ses associations locales ont mises en œuvre pour accroître l'investissement des gouvernements dans les collèges et les universités après dix ans de compressions budgétaires.

« La réaction a dépassé nos attentes les plus optimistes », déclare Tom Booth, président de l'ACPPU. « Les cartes postales ont vraiment touché un point sensible. Les gens sont énormément préoccupés par l'avenir de l'enseignement postsecondaire au pays. »

M. Booth prévient que les compressions sont en train de diminuer la qualité des universités et des collèges du Canada et que la hausse des droits de scolarité en limite l'accès.

« Chaque personne qui signe une carte sait que la situation actuelle est tout simplement intenable. Si nous n'y prenons garde, nous risquons de causer des torts irréparables au système d'éducation et de mettre en péril l'avenir de nos jeunes. »

La campagne électorale fédérale étant maintenant en marche, M. Booth a bon espoir que la popularité des cartes postales permettra aux dossiers de l'éducation de recevoir l'attention qu'ils méritent.

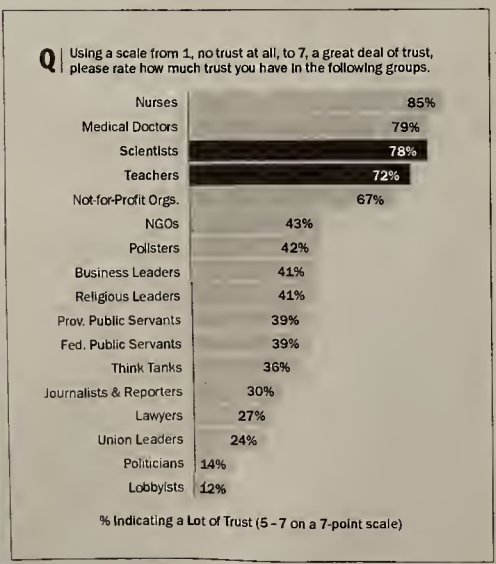
« Les cinq partis politiques ne pourront faire autrement que de remarquer le nombre considérable de cartes postales que notre secrétariat reçoit. »

L'ACPPU a distribué à la grandeur du pays 100 000 cartes postales au début de l'automne. La campagne de cartes postales est également en cours sur le site www.caut.ca. ■

Traduit de l'article « Postcards Flood CAUT Office ».

Teachers & Scientists Among the Most Trusted

When asked in July 1999, a strong majority of Canadians indicate they trust scientists (78%) and teachers (72%). Compared to other occupational groups, this level of trust is quite high, just below nurses and medical doctors and above not-for-profit voluntary organizations. Less than half of all Canadians trust NGOs and pollsters, business and religious leaders. Provincial and federal public servants as well as think tanks earn the trust of less than four in ten Canadians. Journalists and reporters, lawyers and union leaders are perceived to be among the least trustworthy occupational groups. Rounding up the bottom of the list however, we find the symbiotic politicians and lobbyists are trusted by less than 15% of the population. ■


Q Using a scale from 1, no trust at all, to 7, a great deal of trust, please rate how much trust you have in the following groups.
Nurses 85%
Medical Doctors 79%
Scientists 78%
Teachers 72%
Not-for-Profit Orgs. 67%
NGOs 43%
Pollsters 42%
Business Leaders 41%
Religious Leaders 41%
Prov. Public Servants 39%
Fed. Public Servants 39%
Think Tanks 36%
Journalists & Reporters 30%
Lawyers 27%
Union Leaders 24%
Politicians 14%
Lobbyists 12%
% Indicating a Lot of Trust (5 - 7 on a 7-point scale)
– SOURCE: ©2000 EKOS RESEARCH ASSOCIATES INC. RETHINKING GOVERNMENT, JULY 1999 –

Newsline

Tuition Freeze Extended in British Columbia

Tuition fees will remain frozen at British Columbia's public post-secondary institutions for the sixth straight year, Premier Ujjal Dosanjh told students at the University of Victoria last month. "Education is the best investment a government can make," said Dosanjh. "It's good for young people, it's good for families, and it's good for our society." Dosanjh added that affordable education is important to ensure all qualified students have the opportunity to attend a college or university. "I believe every young person in this province – regardless of class or background, no matter where they live and no matter how much money their parents make – should have the same chance to succeed and make something of themselves on the basis of their learning and hard work." But university administrators sharply criticized the announcement. Don Avison, president of the University Presidents' Council of B.C., said the freeze will leave the province's universities with a combined revenue gap of $35 million when compared with universities in other province. Anita Zaenker, B.C. chairperson of the Canadian Federation of Students, blames the funding crunch on the federal government which has slashed billions from post-secondary education transfers to the provinces since the mid-1990s. Maureen Shaw, president of the College Institute Educators' Association of B.C., agrees. "The problem faced by B.C. universities is that we have a federal government providing the lowest level of investment in post-secondary education in more than 30 years. The B.C. government has led the country in meaningful access policies for students – with little federal support. We shouldn't let Ottawa off the hook so easily." With the continued freeze, average tuition fees in British Columbia will be $2,520 – $1,451 less than current fees in Ontario and $1,321 less than in Alberta.

Political Roundtable Planned for Council

CAUT has invited the leaders of all five major political parties to participate in an all-party roundtable discussion on post-secondary issues on Nov. 24. The political roundtable will be part of CAUT's annual fall Council meeting at which representatives of university and college faculty associations from across the country will be present. Each participant will be given an opportunity to present their party's platform on major post-secondary education issues such as federal funding of universities and colleges, levels of student debt, research support, commercialization, and the faculty shortage. A question and answer session will follow the presentations.

Join the White Ribbon Campaign at CAUT Council

Dec. 6, 2000 marks the eleventh anniversary of the massacre of 14 women at Montreal's École Polytechnique. The White Ribbon Campaign provides an opportunity for all Canadians, especially men, to make a personal, public declaration of support for ending men's violence against women by wearing a white ribbon during the annual awareness campaign. This year, White Ribbon week begins on Nov. 25 and runs until Dec. 6. White ribbons will be available for delegates attending CAUT Council Nov. 24-26, 2000.

U.S. Appeals Court Upholds the Ideal of Free Speech

An appeals court in the United States has ruled that three professors at the University of Vincennes in southwestern Indiana have a case against their university, which penalised them financially after they criticised the institution. The three received smaller increases than their colleagues when the university awarded raises in 1995 to bring salaries into line with neighbouring colleges. The teachers argued that since their job performance evaluations were satisfactory, the differential treatment was to punish them for speaking out against Vincennes' employment policies. The university argued the three could not claim they had been victims of retaliation because they did not suffer adverse job affects other than the low pay rise. But the Court of Appeal disagreed, saying that any action that chills free speech can be considered retaliation, even if it is "something as trivial as making fun of an employee for bringing a birthday cake" to an office party.

Defence Fund Trustees Increase Strike Benefits

At their annual general meeting in Halifax on Oct. 14, CAUT Defence Fund trustees voted to increase strike benefits to $50 per calendar day, from the current $40. The benefits start on the eighth day of a strike. The fund currently stands at $11 million. The 40 trustees also rejected a motion to cap the fund. "The trustees felt it was not at a safe size," said CAUT's executive director Jim Turk, "given the current climate in universities and the unexpected number of long and bitter strikes in recent years." Trustees also voted strike benefits and a $1 million line of credit for Memorial University of Newfoundland Faculty Association. Reelected to another term of office were chairperson Denise Nevo of Mount Saint Vincent University, and treasurer Bill Schrank of Memorial University of Newfoundland.

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(15-24)	1963
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 197S(30-38)	197S
CONCORDIA SEMINARY *MISSOURI*	April 197S(49-S9)	197S
HOUSTON BAPTIST UNIVERSITY	April 197S(60-64)	197S
MURRAY STATE UNIVERSITY *KENTUCKY*	*December 1975(322-28)*	*1976*
BLINN COLLEGE *TEXAS*	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93-98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-9S)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	198S
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January-February 198S(1a-9a)	198S
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-SO)	1987
HILLSDALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART SOUTHEASTERN BAPTIST	May-June 1988(49-S4)	1988
THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-S6)	1990
DEAN JUNIOR COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-4S)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994
NYACK COLLEGE *NEW YORK*	September-October 1994(73-79)	199S
BENNINGTON COLLEGE	March-April 199S(91-103)	199S
ALASKA PACIFIC UNIVERSITY	May-June 199S(32-39)	199S
ESSEX COMMUNITY COLLEGE *MARYLAND*	May-June 199S(40-SO)	199S
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July-August 199S(65-73)	1996
GARLAND COUNTY COMMUNITY COLLEGE *ARKANSAS*	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY *INDIANA*	July-August 1996(S1-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997 (S3-S8)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997 (S2-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998 (46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998 (S6-62)	1998
JOHNSON AND WALES UNIVERSITY *RHODE ISLAND*	May-June 1999 (46-SO)	1999
MOUNT MARTY COLLEGE *SOUTH DAKOTA*	May-June 1999 (S1-59)	1999
ALBERTUS MAGNUS COLLEGE *CONNECTICUT*	January-February 2000 (S4-63)	2000
UNIVERSITY OF CENTRAL ARKANSAS	March-April 2000 (101-114)	2000

En bref

Une table ronde politique au Conseil

L'ACPPU a invité les chefs des cinq partis principaux à participer à une table ronde de tous les partis sur l'enseignement postsecondaire le 24 novembre 2000. Cette table ronde politique est à l'ordre du jour de l'assemblée annuelle d'automne du Conseil de l'ACPPU à laquelle assisteront des représentants d'associations de professeurs d'université et de collèges de tout le pays. Chaque participant aura l'occasion de présenter le programme de son parti sur les principaux dossiers de l'enseignement postsecondaire, entre autres le financement des universités et des collèges par le fédéral, l'endettement des étudiants, le soutien à la recherche, la commercialisation et la pénurie de professeurs. Une période de questions suivra les exposés.

La Caisse de défense bonifie les indemnités

Réunis en assemblée générale à Halifax le 14 octobre dernier, les administrateurs de la Caisse de défense de l'ACPPU ont augmenté les indemnités de grève de 40 $ à 50 $ par jour civil. Les indemnités sont versées à compter du huitième jour de grève. À l'heure actuelle, la caisse de grève s'élève à 11 millions de dollars. Les 40 administrateurs ont également rejeté une motion visant à limiter le montant de la caisse. « Compte tenu du climat qui règne actuellement dans les universités et le nombre imprévu de grèves longues et pénibles au cours des dernières années, les administrateurs ont jugé que la caisse n'avait pas encore les reins assez solides », a déclaré le directeur général de l'ACPPU, Jim Turk. Les administrateurs ont aussi voté le versement d'indemnités de grève et l'octroi d'une marge de crédit de 1 million de dollars à l'association des professeurs de l'Université Memorial. Les mandats de Denise Nevo, de l'Université Mount Saint Vincent, à la présidence, et de Bill Schrank, de l'Université Memorial, au poste de trésorier, ont été reconduits.

La Campagne du ruban blanc

Le 6 décembre 2000 marque les onze années qui se sont écoulées depuis l'assassinat de 14 femmes à l'École polytechnique de Montréal. La Campagne du ruban blanc invite tous les Canadiens et les Canadiennes, notamment les hommes, à s'engager personnellement et publiquement à aider à mettre un terme à la violence faite aux femmes en portant un ruban blanc pendant la campagne annuelle de sensibilisation. Cette année, la semaine du ruban blanc se tiendra du 25 novembre au 6 décembre. Des rubans blancs seront mis à la disposition des délégués présents au Conseil.

Le travail d'équipe et le respect : la clé de l'apprentissage

Arthur Haberman, lauréat du prix de l'enseignement, a exposé, dans le *Bulletin* de l'ACPPU de mai 1981, des stratégies claires pour créer et maintenir un milieu où les étudiants peuvent apprendre à apprécier une démarche coopérative dans le cadre de l'activité intellectuelle, de l'enseignement et de la recherche.

Il a insisté sur trois points : le respect des étudiants et de leurs idées dans les situations d'apprentissage et le respect des traditions de participation dans l'institution du savoir; ensuite, l'excitation dans l'effort commun qui crée une communauté et nous permet d'apprendre ensemble et, enfin, l'apprentissage du caractère cumulatif et constant de l'enseignement. Le respect, l'excitation et la volonté d'apprendre servent de fondement philosophique amenant nos étudiants à comprendre les principes universitaires de base et à mettre en pratique l'esprit d'équipe dans le travail universitaire.

Que pouvons-nous faire pour maintenir et établir ensemble un climat de respect, d'excitation et d'apprentissage? Quelles mesures peuvent permettre aux étudiants de mieux comprendre les principes universitaires de base et de promouvoir un climat de recherche en équipe dans un milieu enrichi? Comment pouvons-nous encourager l'esprit de coopération entre nos étudiants et nos collègues pour faciliter la création d'équipes? Bref, comment pouvons-nous réaliser les stratégies que le professeur Haberman a énoncées? Voici quelques suggestions :

Nous devons continuer à traiter les étudiants des 2e et 3e cycles (ainsi que les étudiants du 1er cycle) comme des membres de la collectivité professionnelle et en tant que partie intégrante de notre équipe dès le départ. Nous devons reconnaître que les étudiants diplômés ont besoin d'appui pour se perfectionner et se préparer à une carrière universitaire à l'amorce de celle-ci.

Il est absolument fondamental que les étudiants diplômés jouissent des mêmes droits que les autres membres de l'équipe universitaire. La liberté universitaire joue un rôle tout aussi crucial pour les étudiants que pour les universitaires. Les étudiants devraient pouvoir juger de manière éclairée l'information ou les opinions qui leur sont transmises pendant leur formation. Ils devraient avoir la liberté de se renseigner de manière critique, de discuter et de s'exprimer. Les étudiants devraient avoir la même liberté que nous de prendre part à l'action politique et nous devrions encourager cette liberté.

En faisant partie intégrante de l'équipe, on a aussi voix au chapitre dans les décisions relatives aux politiques de l'université. Tous les étudiants devraient pouvoir participer pleinement à la direction universitaire, à l'échelle des programmes, des départements, des facultés et de l'université. Les étudiants devraient pouvoir participer aux activités des associations étudiantes sans craindre les représailles. En outre, ils devraient être exempts de toute forme de discrimination et de harcèlement.

Nombre de nos étudiants diplômés sont des chercheurs ou des spécialistes de plein droit et ont déjà abondamment publié avant même d'avoir obtenu leur grade d'études supérieures. Il faudrait reconnaître et protéger leurs droits à la propriété intellectuelle. Lorsque des problèmes surviennent, ils devraient avoir accès à une procédure de recours, fondée sur la justice naturelle. Cette procédure devrait régler les différends et éliminer les injustices touchant tous les aspects de leur statut universitaire, leurs projets et leurs responsabilités.

En renforçant le statut de nos étudiants en tant que collègues, en protégeant leurs droits à la liberté universitaire et en leur faisant comprendre l'importance de participer à une direction collégiale, nous leur donnons en héritage le respect, l'excitation et l'esprit de l'apprentissage auxquels le professeur Haberman faisait référence dans son article. Alors que l'exigence du travail collectif est élevée dans notre profession, la mise en pratique de ces valeurs offre d'incomparables possibilités pour la création d'équipes très cohérentes et solides. ■

Traduit de l'article « Learning Requires Team Work & Respect » (President's Column, *Bulletin* de l'ACPPU, octobre 2000).

L'éducation, la grande perdante

☞ Suite de la PAGE A6

« Les étudiants qui ont le plus besoin d'aide — soit ceux à très faible revenu — n'y gagneront rien du tout, car ils ont peu ou pas de revenu imposable. »

Faits saillants

• Nouveaux taux d'imposition et seuils de revenu imposable dès le 1er janvier : 16 p. 100 pour un revenu d'au plus 30 754 $ (auparavant 17 p. 100); 22 p. 100 pour un revenu d'au plus 61 609 $ (auparavant 24 p. 100); 26 p. 100 pour un revenu d'au plus 100 000 $ (auparavant 29 p. 100) et 29 p. 100 pour un revenu de plus de 100 000 $ (aucun changement);

• Remboursement d'au moins 10 milliards de la dette au cours du présent exercice;

• Élimination de la surtaxe de 5 p. 100 sur les revenus élevés;

• Majoration de 100 $ de la prestation fiscale pour enfants;

• Financement de 100 millions de dollars pendant les cinq prochaines années du Conseil de recherches en sciences humaines pour appuyer la recherche sur « l'économie du savoir »;

• Nouveau financement de 400 millions de dollars consenti à la Fondation canadienne pour l'innovation afin de couvrir les coûts de fonctionnement de la recherche dans les universités

« Même en augmentant le financement à la recherche, le mini-budget ne propose rien pour résoudre le problème fondamental, soit un financement de base insuffisant, auquel nos universités et collèges doivent faire face », a précisé M. Booth.

« Dans l'ensemble, nos établissements tombent littéralement en ruines, et le financement des coûts de fonctionnement de la recherche dans les universités ne fera que profiter davantage aux plus grandes universités qui sont les mieux nanties.

« En général, le budget ne tient pas compte de l'éducation et c'est tout simplement une mauvaise politique publique. »

La Fédération canadienne des étudiantes et étudiants a joint sa voix à l'ACPPU pour critiquer la façon dont le gouvernement a géré la publication du mini-budget. Dans une lettre bien sentie au premier ministre Jean Chrétien, les deux organismes ont accusé le gouvernement d'avoir restreint l'accès à la lecture à huis clos du budget et à la rencontre subséquente avec les médias, organisée habituellement à l'intention des organismes non gouvernementaux sur la colline du Parlement.

« Jusqu'à maintenant, nous avons toujours été invités à la lecture à huis clos du budget mais nous en avons été exclus cette année », a déploré M. Booth. « Nous croyons que le gouvernement a voulu museler les critiques au sujet de son mini-budget avant les élections tout comme il a tenté de le faire avec le vérificateur général. »

Lors de la publication d'un budget ou d'un exposé économique, le sous-ministre des Finances a l'habitude d'inviter des organismes non gouvernementaux à une lecture à huis clos avant le dépôt du document à la Chambre des communes. Après ce huis clos, les personnes qui y sont présentes ont ensuite l'occasion de s'adresser aux médias.

« J'ai été invité à la veille budgétaire du sous-ministre mais je n'ai pas pu participer à la rencontre avec les médias », a déclaré le président national de la FCÉE, Michael Conlon. « De toute évidence, on a tenté de tenir certains organismes à distance des médias. »

Dans une lettre conjointe, MM. Booth et Conlon ont déclaré que le gouvernement avait agi de manière antidémocratique, une façon de faire qui ne peut être tolérée et qui ne doit pas se répéter. ■

Traduit de l'article « Federal Mini-Budget Fails Education Again ».

ACUNS

Call for Applications

2001 - 2002 ACUNS Dissertation Awards

As part of the effort to invest in the next generation of scholars and with financial support from the Ford Foundation, the Academic Council on the United Nations System has established a competitive award program for a social scientist or the equivalent for legal scholars. This award can be used independently or in conjunction with another fellowship. Subsequent to review by an independent selection committee, this award will be disbursed in July 2001 to cover the period 1 July 2001 - 30 June 2002.

A completed application will include a 3-to-4 page description of the applicant's dissertation research proposal, curriculum vitae, and at least one letter of recommendation from the applicant's doctoral mentor or a faculty member who knows his/her work. It is the sole responsibility of the applicant to ensure that his/her dossier is complete by the application deadline. Completed applications must be postmarked by 15 January 2001.

Applicants will be notified of the selection committee's decision in the Spring of 2001. For further guidelines and an application form, please contact:

ACUNS Dissertation Award Program • Yale University
Box 208206, New Haven, CT, USA 06520-8206
Tel: 203/432-6512 • Fax: 203/432-5634
Email: acuns@yale.edu • Internet: www.yale.edu/acuns/

Appointments - Nominations

Rosemary Morgan Joins CAUT's Legal Department

CAUT has hired Rosemary Morgan as the newest member of its legal staff. A graduate of Carleton University and the University of Ottawa law school, Rosemary has spent the last nine years as legal counsel with the Canadian Human Rights Commission. Rosemary acted as sole counsel for federal pay equity complaint litigation from late 1991 until its conclusion in 1996. She also acted as counsel for the commission before tribunals and courts in cases related to age, sex, sexual orientation, race and other prohibited grounds of discrimination in employment and services. In addition to policy and other advice and management duties at the commission since 1991, she has represented the commission in various international fora including a brief term with the South African Human Rights Commission in Johannesburg. A secondment to the Department of Justice at Indian Affairs enabled her to provide advice on equality and other constitutional issues to the unit responsible for engaging self-government agreements with First Nations. In the last few months Rosemary has had a brief reprieve from litigation while acting as the director of pay equity and settlement monitoring. "We are delighted Rosemary is joining our legal staff," said CAUT executive director Jim Turk. "She is an exceptional lawyer whose extensive legal experience will be invaluable." Rosemary will take up her position at CAUT in December.

CAUT Increases its Administrative Support

CAUT recently upgraded two administrative positions and hired John Hollingsworth and Linda Rumleski to fill them. A research assistant in CAUT's research department, John is a recent graduate of Carleton's M.A. program in political economy. Previously he had been a project manager and researcher at the Social Planning Council of Ottawa-Carleton and vice-president of CUPE Local 4600 at Carleton University. John coordinated the development and execution of the community information and mapping system in Ottawa-Carleton, and headed several demographic research projects in the Ottawa-Carleton region. Linda is the executive assistant to David Robinson, CAUT's director of public policy and communications. Linda is completing her M.A. thesis in Carleton's Canadian studies program with specialty in women's studies. Prior to coming to CAUT, Linda was administrative assistant for CUPE Local 4600, and an executive board member and chair of the local's women's caucus. Linda has taught in women's studies, and during her undergraduate years at the University of Alberta, she hosted her own program on radio CJSR.

Rosemary Morgan joint l'ACPPU

Le personnel juridique de l'ACPPU s'adjoint une nouvelle équipière : Rosemary Morgan. Diplômée de l'Université Carleton et de la faculté de droit de l'Université d'Ottawa, Rosemary a travaillé comme conseillère juridique à la Commission canadienne des droits de la personne au cours des neuf dernières années. Elle a été l'unique avocate dans les litiges entourant les plaintes sur l'équité salariale au gouvernement fédéral de la fin de 1991 à leur règlement en 1996. Elle a également plaidé devant les tribunaux pour la Commission dans des causes de discrimination fondée sur l'âge, le sexe, l'orientation sexuelle, la race et autres motifs de discrimination dans l'emploi et le secteur des services. Outre ses fonctions à la Commission en matière de politiques, de conseil et de gestion depuis 1991, elle a représenté cette dernière à diverses instances internationales. Elle a notamment fait un bref séjour à la commission des droits de la personne de l'Afrique du Sud, à Johannesburg. Un détachement au ministère de la Justice, Affaires indiennes, lui a permis de conseiller l'unité responsable de conclure des ententes d'autonomie gouvernementale avec les Premières nations sur l'égalité et d'autres dossiers constitutionnels. Pendant les derniers mois, elle a profité d'un bref répit de la plaidoirie en occupant le poste de directrice de l'équité salariale et de la surveillance des règlements. « Nous nous félicitons de l'arrivée de Rosemary au sein de notre personnel juridique », a déclaré le directeur général de l'ACPPU, Jim Turk. « Elle est une avocate exceptionnelle dont la vaste expérience en droit sera inestimable. » Rosemary entrera en fonction à l'ACPPU en décembre.

Soutien administratif

L'ACPPU a récemment relevé le niveau de deux postes administratifs et a embauché John Hollingsworth et Linda Rumleski pour les occuper. Assistant de recherche à la section de la recherche de l'ACPPU, John vient de terminer le programme de maîtrise de l'Université Carleton en économie politique. Auparavant, il était gestionnaire de projet et recherchiste au Conseil de planification sociale d'Ottawa-Carleton et vice-président de la section locale 4600 du SCFP à l'Université Carleton. John a coordonné l'élaboration et l'exécution du système d'information communautaire et de cartographie d'Ottawa-Carleton. Il a en outre dirigé plusieurs projets de recherche démographique dans la région d'Ottawa-Carleton. Linda est adjointe de direction de David Robinson, le directeur de la politique officielle et des communications de l'ACPPU. Elle est en train de terminer une thèse de maîtrise en études canadiennes, avec une spécialisation en études féminines à l'Université Carleton. Avant de joindre l'ACPPU, Linda était adjointe administrative de la section locale 4600 du SCFP. Elle siégeait également au conseil d'administration et présidait le caucus des femmes de la section locale. Linda a enseigné en études des femmes. Pendant ses études au baccalauréat à l'Université de l'Alberta, elle a animé sa propre émission de radio à la station CJRS.

In Praise of the Good Enough Professor

☞ From PAGE A9

grant may free the non-star or good enough professor to be more attuned to our millennial condition of perpetual incompleteness and permanent unresolve and its multiplying anxieties. There is, I suspect, still the assumption that research can give us "objective" truth, yet, as Rorty maintains, "facts are dead metaphors."

Nietzsche remarked that we have art so that we may not perish from an overabundance of truth. I think one of the difficulties I have with the notion of stars and endowed chairs is that it all seems so certain, definite, complete. I am far from convinced that this should be the only way we see things. The marvelous poet Jorie Graham in her collection, *The Errancy (1997)*, sees error as a heroic method in finding one's way – "a wandering toward truth." The good enough professor is someone who is uncertain about things, who sees paradox, ambiguity, chaos, absence and silence as central to the human condition.

In the university we are expected to know things – especially the stars – and it is good that many do. But there is another dimension which I think is important too, a dimension that Samuel Beckett has given us. What appealed to Beckett was the notion of lessness, a taking away rather than moreness and adding to, an aesthetics of subtraction. He was of the view that "anyone nowadays, anybody who pays the slightest attention to their own experience, finds it the experience of the non-knower." Beckett, as he described it, worked out of impotence, ignorance and a sense of failure. He spoke of the need to throw away intellectual solutions and move away from the destructive need to dominate life. "It's not even possible to talk about the truth," Beckett remarked, "that's part of the anguish."

The opening page of Beckett's novel, *The Unnamable (1958)* twice uses the word aporia, which means lack of passage, so that in an aporia the intellect has no passage and can make no headway. There are, however, other ways of proceeding and constructing truths that lie outside the enlightenment paradigm.

In the sculpture of Henry Moore, for example, forms are continuously on the verge of becoming and are described as "vitalized by a dynamic harnessing of absence." We all are subject to experiential uncertainties and acknowledging the central role of absence points to an understanding of the human condition as in a suspended state of incompleteness close to a borderland state of something more. It is my contention that the good enough professor may be able to bring to the surface this kind of truth which no research grant could ever capture.

In the university we need both stars and good enough professors. They are different kinds of people but each makes an equally valuable and unique contribution to a diverse community. It is time to celebrate the good enough professor as well as the star although I fully expect when I look northward in the night sky from Philadelphia, where I now live and teach, I will see the Toronto skyline brightly lit from the addition of all the new stars. But I'll know too that another light is shining, one less visible, one that brings a different kind of illumination to our journey. ■

Allan Irving received his PhD from the University of Toronto in 1983 and was a member of the faculty of social work from 1984-2000, and served on the executive of the University of Toronto Faculty Association for several years. He is now a good enough professor at Widener University in the Philadelphia area.

The views expressed are those of the author and not necessarily those of CAUT. Commentary authors will be contacted only if their articles are accepted for publication.

CGU | Traders General Insurance Company

Traders General is a member of CGU Group Canada Ltd., the country's largest property and casualty insurer.

Traders General is pleased to announce the purchase of GAN Canada Insurance Company effective December 31, 1999.

What does this mean to CAUT members?

Security, Stability and Peace of Mind

- Traders General is Canada's leading provider of group home and automobile insurance.
- Committed service excellence with outstanding claims paying ability.
- 24 Hour emergency road assist service.
- Access to home security and automobile security programs.

CAUT

We are there for you when you need us.

Call today
1-800-263-4230
www.cgu.ca password:grquote

CAREERS CARRIÈRES

AD INDEX

B1 ACCOUNTING
ACTUARIAL SCIENCE
ANTHROPOLOGY
BIOLOGY
BUSINESS
B2 CANADIAN STUDIES
B3 CHEMISTRY
CLASSICAL STUDIES
COMMUNICATION
COMPARATIVE LITERATURE
COMPUTER SCIENCE
B4 EARLY MODERN STUDIES
EARTH & ATMOSPHERIC SCIENCES
ECONOMICS
B5 EDUCATION
B6 ENGINEERING
B7 ENGLISH
ENTREPRENEURSHIP
ENVIRONMENTAL SCIENCE
B8 FILM & VIDEO
FINANCE
FINE ARTS
FORESTRY
B9 FRENCH
GEOGRAPHY
GERMAN
HEALTH STUDIES & GERONTOLOGY
B10 HISTORY
HISTORY & PHILOSOPHY OF SCIENCE
HUMANITIES COMPUTING
HUMAN JUSTICE
INFORMATION SYSTEMS
B11 *INFORMATION* TECHNOLOGY
JAPANESE
JOURNALISM
KINESIOLOGY
LABOUR STUDIES
LAW
B12 LIBRARY
LIBRARY & INFORMATION SCIENCE
LINGUISTICS
B13 MANAGEMENT
MANAGEMENT INFORMATION SYSTEMS
MATHEMATICS & STATISTICS
B15 MEDIA STUDIES
MEDICINE
MICROBIOLOGY & IMMUNOLOGY
NEPHROLOGY
NURSING
OCEANOGRAPHY
PATHOLOGY
B16 PEDIATRICS
PHARMACOLOGY
PHILOSOPHY
B17 PHYSICAL EDUCATION
PHYSICS
PLANT ECOLOGY
POLITICAL SCIENCE
B18 PSYCHOLOGY
B19 PUBLIC ADMINISTRATION
RADIATION ONCOLOGY
B20 RECREATION & LEISURE STUDIES
RECREATION & SPORT ADMINISTRATION
RELIGIOUS STUDIES
RENEWABLE RESOURCES
SOCIAL WORK
B21 SOCIOLOGY
B22 SPANISH
THEATRE
URBAN STUDIES & PLANNING
WOMEN'S STUDIES
ACCOMMODATIONS

ACCOUNTING

SAINT MARY'S UNIVERSITY — Department of Accounting. The Department of Accounting in the Frank H Sobey Faculty of Commerce, Saint Mary's University invites applications for two tenure track positions in accounting. Both appointments will commence 1 September, 2001. The tenure-track appointments require strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. Possession of a professional designation is also desirable. Candidates in any area of accounting are invited to apply. Saint Mary's is a public university with approximately 7,500 students, offering a variety of undergraduate and graduate degrees, as well as supporting active extension and part-time programmes. The Frank H Sobey Faculty of Commerce is housed in a new facility, fully compatible with the latest advances in information technology. With an enrollment of approximately 2,400 full and part-time students, pursuing B Comm, MBA, EMBA and PhD degrees, it is the largest business programme in Atlantic Canada. The Department has a full-time teaching complement of thirteen. A wide range of Financial, Managerial, Auditing, Information Systems, and Taxation courses are offered at both the undergraduate and graduate level. The Department graduates approximately 90 accounting majors per year. In accordance with Canadian Immigration requirements, this position is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities. Applicants should submit a letter of application, curriculum vitae and three letters of recommendation to: Dr. Bill Hamby, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax (902) 420-5011, Tel: (902) 420-5156. Closing date: January 19, 2001.

ACTUARIAL SCIENCE

THE UNIVERSITY OF WATERLOO — Actuarial Science. Applications are invited for a tenure track position in Actuarial Science at the Assistant or Associate Professor level. Applicants must have a PhD with research in an area of the mathematical or statistical sciences, and interests closely related to actuarial science, professional actuarial qualifications and experience are an asset. Department interests in Actuarial Science cover a wide range of topics in statistical and probabilistic modelling in insurance, risk theory and stochastic models in finance. Applicants must have proven ability in or potential for research, and good teaching and communication skills. Duties include undergraduate and graduate teaching, and developmental of an independent research program, the appointee will also be expected to acquire actuarial qualifications to the level of ASA or equivalent. *Salary commensurate with qualifications and experience.* This appointment is subject to the availability of funds. The effective date is expected to be September 1, 2001 or later. The closing date for applications is January 31, 2001. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Canadians and Permanent Residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

ANTHROPOLOGY

THE UNIVERSITY OF WINNIPEG — Department of Anthropology. Tenure-Track Position Physical Anthropology. The Department of Anthropology at the University of Winnipeg, invites applications for a probationary tenure-track position, at the rank of Assistant Professor in physical anthropology. Subject to budgetary approval, this appointment is effective 1 July 2001. Salary commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have strong commitment to undergraduate teaching and to research. The successful candidate will have expertise in one or more areas of physical anthropology (other than osteology), and will be expected to teach on all levels of an undergraduate program. Thus, wide-ranging topical, theoretical, and/or geographic expertise, and an ability to integrate and relate physical anthropology to sociocultural issues are an asset. Relevant teaching experience is required. The Department of Anthropology has extensive collections to support teaching and research for physical anthropology, archaeology, and sociocultural anthropology. The department collection in physical anthropology includes major holdings of fossil hominid and primate casts, and modern primate bones. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals. Interested candidates should, by 31 January 2001, send a curriculum vitae, including three letters of reference, and a sample of research, to: Dr. Peiss B Clarkson, Chair, Department of Anthropology, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, fax 204-774-4134.

ST. THOMAS UNIVERSITY — Anthropology. St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of Anthropology invites applications for an entry-level, tenure-track appointment in social/cultural anthropology to begin July 1, 2001. A PhD or imminent completion is required. Applicants should describe their ability to teach courses that complement the department's curriculum and to advise honours students in their research. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Alan Mason, Chair, Anthropology Department, St. Thomas University, Fredericton, NB E3B 5G3. Closing date: January 12, 2001, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

YORK UNIVERSITY — The Department of Anthropology seeks applicants for a full time tenure track appointment at the rank of assistant professor in sociocultural anthropology to begin July 1, 2001. This hiring is subject to budgetary approval. Preference will be given to candidates with outstanding promise based on a strong record of research on the Caribbean and/or Latin America. Particular consideration will be given to candidates whose research and teaching creatively address one or both of the department's twofold commitment to research in public culture and social justice within the context of York University's commitment to internationalization. Must have PhD completed by the starting date. Responsibilities include both graduate and undergraduate teaching as well as active research and writing. Please send a letter of application, a CV, a teaching portfolio, and three letters of reference by February 1, 2001 to Kenneth Little, Chair, Department of Anthropology, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3, fax (416) 736-5768, e-mail: wkl@yorku.ca For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action programme. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the principles of the affirmative action programme only if they self identify. The Department of Anthropology welcomes applications from women, racial/visible minorities, and persons with disabilities and aboriginal peoples. If additional assistance is required please call the affirmative action office (416) 736-5713. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents or landed immigrants of Canada.

MCGILL UNIVERSITY — Department of Anthropology. The Department of Anthropology, McGill University, seeks qualified applicants for an entry level tenure-track appointment in the field of Medical Anthropology, to begin September 1, 2001. Preference will be given to anthropologists specializing in medical issues in developing countries, which may include indigenous medical systems. Applicants should have the PhD in hand, a commitment to continuing ethnographic research, as well as a proven track record of publication and grant-getting. Knowledge of French is also an asset. Applicants should send 2 copies of each: C.V; letter describing research and teaching experience, recent offprints, articles in press, or a thesis summary; names (with addresses, phone, fax, and email connections). Application deadline: February 1, 2001. As required by immigration law, this ad is directed in the first instance to citizens and permanent residents of Canada. McGill is committed to equal opportunity in employment. Applications and enquiries should be sent to: Prof. Michael S Bisson, Chair, Department of Anthropology, McGill University, 855 Sherbrooke St. West, Montreal, Que., Canada H3A 2T7, Email: mbisson@felix.lan.mcgill.ca

UNIVERSITY OF TORONTO, Department of Anthropology, St. George Campus, is searching for a tenure-stream assistant professor, beginning July 1, 2001. Specialization in Asia-Pacific (East or Southeast Asia). Preferences will be given to candidates working in one or more of the following topics: work, political ecology, and transnationalism. Must have PhD completed by starting date, plus evidence of teaching excellence and a strong research program. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. The deadline for applications is December 15, 2000. Applications should include a Curriculum Vitae and teaching portfolio or dossier. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Hy Luong, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 3G3; Fax: (416) 978-3217; Internet: vanluong@chass.utoronto.ca

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Anthropology and Sociology. Applications are invited for a tenure track position in Anthropology at the Assistant Professor level, beginning July 1, 2001. The department seeks to hire a linguistic anthropologist/sociolinguist with expertise in Canadian First Nations' languages addressing issues such as language contact and change, language and ethnicity, language typologies, language policy, and the ethnography of communication. Priority will be given to an individual with expertise in a language family in British Columbia who can complement teaching and research in cultural anthropology and work collaboratively with First Nations communities. The successful candidate will have a PhD in Anthropology and possess a superior teaching, research, and publication record. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. Please submit your curriculum vitae and the names of three referees by November 15, 2000 to Head's Secretary, Department of Anthropology and Sociology, The University of British Columbia, 6303 NW Marine Drive, Vancouver, BC V6T 1Z1; Fax (604) 822-6161.

MCMASTER UNIVERSITY — Labour Studies Programme. A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment, commencing July 1, 2001, will initially be for three years with the possibility of renewal. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. The successful candidate will also be expected to participate with other faculty in the development of online support modules for our undergraduate courses. A PhD or ABD is preferred, although candidates with MA's and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home page at www.socsci.mcmaster.ca/~labstu/. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is January 15, 2001.

BIOLOGY

THE UNIVERSITY OF WINNIPEG — Department of Biology invites applications for a tenure track position, at the rank of Assistant Professor. Candidates should have a PhD, preferably with postdoctoral experience, and a strong commitment to undergraduate teaching. The appointee will be expected to teach in the area of invertebrate zoology, including parasitology. While the University of Winnipeg is an undergraduate university, the successful candidate will be expected to develop a strong programme of research in his/her field of invertebrate zoology and make other contributions to our teaching programme. The Department of Biology offers a wide range of courses in the discipline, but has teaching and research strengths in the areas of ecology, cell biology and microbiology. The Department also participates in the University's Interdisciplinary Biochemistry, and Environmental Studies programmes and has a strong commitment to teaching and research in Ecology. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Salary is negotiable. Start date of this position will commence on July 1st, 2001. Deadline for submission of applications is December 15, 2000. Interested applicants should send a curriculum vitae and arrange for three letters of reference to be forwarded directly to Dr. Rod Bollman, Chair, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9 Tel: (204) 786-9862; Fax. (204) 744-4134, e-mail: i.bollman@uwinnipeg.ca

SAINT MARY'S UNIVERSITY — Department of Biology invites applicants for two tenure-track positions at the Assistant Professor level available July 01, 2001. A. Ecotoxicology: The successful applicant will be cross-appointed in both the Biology Department and the Environmental Studies program and will teach 2 half-credit courses per term in areas such as microbial ecology, physiology, environmental monitoring and environmental impact assessment. B. Invertebrate Zoology: This appointment will be full-time in the Biology Department and the successful candidate will teach 2 half-credit courses such as protistology/microbiology, invertebrate diversity, entomology and courses in their specific area of expertise. Applicants must possess a PhD in biological or environmental science and provide evidence of potential excellence in research and teaching. Postdoctoral experience is desirable and the individuals will be expected to develop vigorous externally-funded research programs. Saint Mary's University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The application should include the following a CV, a proposal of research, and other relevant documentation. The applicants should arrange to have three letters of recommendation to be sent separately. Applications and letters of recommendation should be sent to Dr. D.B Stairs, Chair, Biology Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, by Dec. 1, 2000.

MCMASTER UNIVERSITY — Assistant or Associate Professor, Molecular Biology. McMaster University, a research-intensive institution and leading centre for biological and biomedical research invites applications for a tenure-track position at the Assistant or Associate Professor level in the Department of Biology, effective January 1st or July 1st, 2001. Candidates must hold a PhD in Biology or a related field, possess at least one year of postdoctoral experience, and have a productive research record. We are seeking applications from Molecular Biologists who would complement the existing strengths in the areas of Cell and Developmental Biology or Genome related research. In addition, we encourage applications from individuals with expertise in Metabolic Engineering. The successful applicant will be expected to establish and maintain an independent and externally funded research program, contribute to the education of undergraduate and graduate students. Applicants should submit a curriculum vitae, a statement of their research goals, a statement of their teaching interests and experience, three of your most important publications and should arrange for three letters of recommendation to be sent to: Dr. Turlough Finan, Professor and Chair, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1, Canada. The closing date for applications is November 30, 2000. Please refer to the position to which you are applying in your covering letter. (see http://www.science.mcmaster.ca/Biology/Dept.html) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from qualified candidates, including, members of visible minorities, aboriginal peoples, persons with disabilities and women.

UNIVERSITY OF SASKATCHEWAN — Department of Anatomy and Cell Biology invites applications for a tenure-track appointment at the rank of Assistant Professor, effective July 1, 2001. Areas of departmental research include cell and molecular biology, developmental biology and neurobiology. Applicants must have postdoctoral training and a strong research program involving the application of molecular biology/cell biology approaches in one of the above areas. The successful candidate will be expected to teach in the area of histology or gross anatomy. Previous teaching experience will be considered an asset. An application, including curriculum vitae, names of three referees, and a statement of previous teaching experience and research interests should be submitted by December 15, 2000 to Dr. B.H.J. Juritzinik, Department of Anatomy and Cell Biology, College of Medicine, University of Saskatchewan, 107 Wiggins Road, Saskatoon, SK S7N 5E5 Canada. The University is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada. For further information about the Department check http://www.usask.ca/anatomy/ and for the College and its programs check http://www.usask.ca/medicine/.

THE UNIVERSITY OF VICTORIA invites applications for a tenure-track Assistant Professorship in Marine Biology/Biological Oceanography. Candidates are sought to complement and contribute to research and teaching programs as a joint appointee in the Department of Biology (web.uvic.ca/biology) and the School of Earth and Ocean Sciences (web.uvic.ca/seos). Applicants are sought with demonstrated interests in any area of organismal biology, plankton biology or marine microbial ecology, and those with interests that link to the physicochemical conditions of the ocean are encouraged. Victoria's location gives access to a wide variety of marine habitats from fjord, to inland strait to the north Pacific. Local research infrastructure includes a marine aquatic facility, biogeochemical facility, Bamfield Marine Station, the Institute of Ocean Sciences, research vessels and a submersible. The successful candidate will have a PhD in a related science, an interdisciplinary orientation, excellent potential in research and an interest in teaching. Competition closes December 15, 2000. Applicants should send a complete vita, a statement of research and teaching interests and contact information for three references to: Dr. Ben F Koop, Chair, Department of Biology, University of Victoria, P.O. Box 3020, Stn CSC, Victoria, BC, Canada V8W 3N5. biochair@uvic.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is an equity employer and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. The University has excellent policies which support faculty with family obligations, including paid maternity/parental leave and a generous pension plan.

BUSINESS

THE UNIVERSITY OF ALBERTA — School of Business invites applications for a tenure track Assistant Professor position in International Business. The University of Alberta is one of the leading research universities in Canada. We are looking for a candidate with a demonstrated interest in any area of applied research in areas including but not limited to, international trade, international finance, foreign direct investment, multinational corporations, regional integration, and area studies, etc. Candidates should have a strong commitment to excellence in teaching and research. The successful candidate will have an opportunity to teach both undergraduate and MBA courses, and will participate in the MBA specialization in International Business. Salary is competitive with business schools in Canada. The competition remains open until the position is filled. Applicants should have, or be close to completing a PhD in an appropriate field. Application should be forwarded to Dr. Richard D. Johnson, Acting Chair, Department of Marketing, Business Economics and Law, The University of Alberta School of Business, Edmonton, Alberta, T6G 2R6. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MCMASTER UNIVERSITY — The Finance and Business Economics area of the Michael G. DeGroote School of Business invites applications for a tenure-track position at the assistant/associate professor level, commencing July, 2001, in Finance with research interests in one or more of the following areas: corporate finance, financial markets, market microstructure and international finance. Candidates with interests in other areas may be considered. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, Mc Master University, 1280 Main St W., Hamilton, ON L8S 4M4 Email: baba@mcmaster.ca. Fax: (905) 526-0852. McMaster University is committed to

---

INSTITUT INDO-CANADIEN SHASTRI INDO-CANADIAN INSTITUTE

VISITING LECTURESHIP IN CANADIAN STUDIES

2001–2002

The Shastri Indo-Canadian Institute, with funding from the Department of Foreign Affairs and International Trade Canada, invites applications for a Visiting Lectureship in Canadian Studies tenable in India during the academic year 2001-2002. The award includes the cost of international air travel and of travel and living expenses within India. The preferred period of tenure is three weeks in January and/or February 2002.

The competition is open to established Canadian scholars in a roster of topics. This year meritorious applications are invited in either of the following two areas: i) Canadian Education and ii) Canadian Art History.

Applications should include a covering letter indicating expertise, experience, general suitability and expected contribution to bilateral understanding, a title and brief description of indicative lecture topics, a curriculum vitae and proof of citizenship or permanent resident status. The deadline for receipt (nor date of post-mark) of complete applications (original plus nine copies) is at the address given below is *26 January 2001*.

Programme Officer — Canadian Studies
Shastri Indo-Canadian Institute
Room 1402, Education Tower, 2500 University Drive N.W.
Calgary, Alberta T2N 1N4
Telephone: (403) 220-7467
Facsimile: (403) 289-0100
Email: sici@ucalgary.ca
Website: http://www.ucalgary.ca/~sici

Applicants should expect to hear from the Institute's Canada Office by May/June 2001.

Answer to Homework!

From page A3. Since Orestes travelled twice as fast as Iphigenia, he travelled for half the time. Since Electra travelled three-halves of the speed of Iphigenia, she travelled for two-thirds of the time that Iphigenia did. So the half-hour represents the difference between two-thirds and one-half of Iphigenia's travelling time, namely one-sixth of that time. So Iphigenia travelled for three hours until they all met at three in the afternoon.

employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — Faculty of Business, InformaUon Systems/Electronic Commerce. The Michael G. DeGroote School of Business, McMaster University, invites applications for a tenure-track position at the Assistant level, in the area of Information Systems with research and teaching interests in Electronic Commeice. Preference will be given to those candidates with research and teaching interests in the technical and business issues associated with E-Commeice PhD should be completed by the commencement of the appointment, preferably with demonstrated excellence in research and teaching. Breadth in teaching capabilities is a distinct advantage. Salary will be commensurate with research scholarship, teaching and applied experience. Submit applications, CV and names with contact information on three referees to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, Hamilton, Ontario L8S 4M4. E-mail: baba@mcmaster.ca. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — Michael G. DeGroote School of Business, Assistant Professor of Marketing. The Michael G. DeGroote School of Business at McMaster University invites applications for one tenure-track appointment at the rank of Assistant Professor of Marketing. Candidates from any of the traditional areas of marketing are encouraged to apply. Crossover research and/or teaching interest in any of the following areas will be an asset: Health Services Management, Management of Innovation and New Technology, Financial Services Management or Electronic Commerce. Candidates must possess a doctoiate degree or be close to completion at the commencement of the appointment. Applications should contain a curriculum vita and the names and contact information of three referees. Send application and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4M4 Canada. Email: baba@mcmaster.ca. FAX: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — Michael G. DeGroote School of Business. The Finance and Business Economics Area of the Michael G. DeGroote School of Business invites applications for the GBC World Markets Chair in Financial Markets. **The proposed chair will normally be a** senior tenured appointment. The suitable candidate shall be internationally recognized for his/her contributions to the general area of Financial Markets and shall be actively engaged in research. The successful candidate should have demonstrated leadership in organizing research efforts though supervision of graduate students, proven ability to attract research funding, and publication of research results in major scholarly outlets. The Chair is expected to contribute to the academic programmes as well as the School's initiatives with the business community. The Chair holder shall undertake the normal duties of a faculty member within the School of Business, commencing July, 2001. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. Email: baba@mcmaster.ca, Fax: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for tenure-track positions in the Accounting, Marketing, Management and Organizational Behaviour, Operations and Decision Sciences, and Policy areas commencing July 1, 2001. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. For the Accounting position expertise is sought in the area of tax, auditing and/or accounting information systems; for the Management and Organizational Behaviour area the expertise is Entrepreneurship and/or Human Resources; for the Operations and Decision Sciences position the area of expertise is Management of Information Systems (MIS), and for the Policy area the area of expertise is strategic management. For the position in the Policy area, preference will be given to a person with an interest in the management of technological firms. Qualifications include PhD or ABD with evidence of strong research and teaching potential. The School has sixty-five full-time faculty in Business, sixteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Please direct applications by November 30 to: Dr Ruth Harris, Associate Dean of Business: Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave W., Waterloo, Ontario, N2L 3C5 Rharris@wlu.ca.

THE UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business is recognized world wide for the quality of its management education. The School's major programs include a highly regarded MBA program, a very selective undergraduate program; a well-established doctoral program, as well as an expanding portfolio of programs for executives. Excellence in teaching and high quality research dealing with issues of interest to practicing managers are highly valued. The School's principal location is London, Canada, a community of 326,000 equidistant from Toronto and Detroit. The School is part of a larger University community with approximately 26,000 full-time students. One limited term full-time appointment contract for two years in either Business 257 and Business 020 is available effective July 2001. Five of these appointments are available. Both courses are managed by Ivey and are taught to the larger university community. Business 257 is a required course for Ivey's selective undergraduate (HBA) program. Applications are invited from individuals who have graduated from either a four-year honours program in commerce/business administration or from an MBA program. Experience and familiarity with the case method is desirable. Lecturers are expected to teach three sections of Business 257 or Business 020 respectively during the winter and/or summer academic sessions in each of their two years, using the case method of instruction. Lecturers are expected to write at least two cases with comprehensive teaching notes for the Business 257 or Business 020 course. Lecturers are responsible for all activities related to teaching the course such as student counselling, and administrative activities such as curriculum development, writing and setting of exams, managing competition, training new Lecturers, managing and recruiting teaching assistants, etc. New Lecturers train during the Summer Intersession Business 257 and Business 020 course (May and June of 2001). In addition, Lecturers are required to take a four-day case teaching workshop and a one-week seminar on writing cases. This position is subject to budget approval. Base salary is currently $42,000 per annum. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcomes diversity in the workplace, and encourage applications from qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Please include in your submission an application letter with resume, a transcript of your grades received in your last three full years at university, a detailed description of your experience with the case method, and recommendation letters from two professors re your teaching potential to Ms. Elizabeth M.A Grasby, Pre-Business Program Director, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7 by October 20, 2000. The review of applications will continue until the position(s) have been filled, but applicants are encouraged to apply as early as possible. Website: www.ivey.uwo.ca.

UNIVERSITY OF VICTORIA — Lansdowne Chair in International Business — The Faculty of Business is seeking to fill a tenure track position at the associate/full professor level in International Business with research and teaching interest in the legal, economic and political environment of international business. Applicants should hold a PhD with a proven record of accomplishment in research and teaching. Salary is commensurate with the applicant's qualifications and experience. The Faculty of Business places an equal priority on teaching and research. In a recent ranking of research output, over the past five years, in the top 32 academic journals, the Faculty placed 10th overall in Canada and first in Canada in terms of output per faculty member. The Faculty is renowned for its international focus, including extensive exchange programs with 30 partner institutions and overseas co-op work opportunities for students. The Faculty has also recently won two awards for international education. Outstanding Program in International Education from the Canadian Bureau for International Education, and the Scotiabank-Association of Universities and Colleges of Canada (AUCC) Award of Excellence for the International Experience-Bachelor of Commerce International Program. In addition, the Faculty recently won the Academy of Management's competition for the most innovative undergraduate program in entrepreneurship and the U.S. Association for Small Business and Entrepreneurship "Model Undergraduate Program" award for 2000. Victoria has a population of approximately 326,000. Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching skill, and three letters of reference to: Dr. Roger Wolff Dean, Faculty of Business, University of Victoria, PO Box 1700 STN CSC, Victoria BC Canada V8W 2Y2. Telephone (250) 472-4614. Fax: (250) 721-6613. E-mail: wolff@business.uvic.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Applications will be accepted until the position is filled.

YORK UNIVERSITY — Faculty of Arts, Division of Social Science invites applications for a tenure-stream appointment in Business and Society at the assistant professor level commencing 1 July 2001. The Division is mandated to provide undergraduate general education, as well as degrees through several interdisciplinary and multidisciplinary programs, one of which is Business and Society. Candidates must have a PhD or equivalent degree and must demonstrate a promise of excellence in research and publication, a strong competence in undergraduate teaching in both large and small-group settings, an ability to teach in interdisciplinary programs, and a potential to teach at the graduate level. They should have research interests in the interrelationship of economy, state, and society in Canada and its global context (political economy, public policy, business ethics, and so on) and an ability to direct interdisciplinary courses that explore business activities in their social, economic, political, and cultural context for the Business and Society Program. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three references send letters of reference to: Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele St, Toronto M3J 1P3, Telephone (416) 736-5056; Fax (416) 736-5574. Deadline: Friday 1 December 2000. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The Division of Social Science welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All appointments are subject to budgetary approval.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Faculty of Business Administration. Applications are invited for the following tenure-track faculty positions at the rank of assistant professor commencing July 2001: Management Information Systems (FBA-01-00), Human Resource Management (FBA-02-00), Accounting (FBA-03-00), Finance (2 positions) (FBA-04-00) The successful applicants will be expected to teach undergraduate and graduate courses, and conduct research in the related area. Applicants should have a PhD, or be near completion, and have a demonstrated commitment to teaching and research in a university environment. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, while the MBA program has approximately 200 students, mostly part-time. (For more information, visit our web site at www.mun.ca.) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send two copies of their curriculum vitae and the names of three referees to: Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5, Canada. Filling this position is dependent on funding. Applications will be accepted and considered until the position is filled. For further information telephone (709) 737-8851 or fax (709) 737-2457 or e-mail: bblake@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University of Newfoundland is committed to Employment Equity.

CANADIAN STUDIES

THE SHASTRI INDO-CANADIAN INSTITUTE — Visiting Lectureship in Canadian Studies, with funding from the Department of Foreign Affairs and International Trade Canada, invites applications for a Visiting Lectureship in Canadian Studies tenable in India during the academic year 2001 – 2002. The award includes the cost of international air travel and of travel and living expenses within India. The preferred period of tenure is three weeks in January and/or February 2002. The competition is open to established Canadian scholars in a roster of topics. This year mentorious applications are invited in either of the following two areas: i) Canadian Education and ii) Canadian Art History. Applications should include a covering letter indicating expertise, experience, general suitability and expected contribution to bilateral understanding, a title and brief description of indicative lecture topics, a curriculum vitae and proof of citizenship or permanent resident status. The deadline for receipt (not date of post-mark) of complete applications (original plus nine copies) at the address given below is 20 January 2001.

Saint Mary's University

Computing & Information Systems & Operations Management

The Frank H. Sobey Faculty of Commerce at Saint Mary's University is widely recognized for the quality of its Management Education. The largest Business School in Atlantic Canada, the Faculty boasts over 2300 full-time and part-time students registered in the undergraduate Commerce program, over 250 in the MBA program, and more than 50 students in its flourishing Executive MBA program. The Faculty launched the first PH.D. program in Business Administration in Atlantic Canada in June of 2000. Our curriculum and a tradition of excellence in teaching and research are hallmark achievements of our sixty plus diverse and dynamic faculty.

The Frank H. Sobey Faculty of Commerce invites applications for two tenure-track positions at the Assistant Professor level: one in Business Computing and Information Systems, and the other a cross-appointment in Information Systems and Operations Management. Primary criteria will be outstanding research potential, superior teaching capabilities, and excellent recommendations. Ph.D. in hand or expected by **December 2000**. Candidates should have strong theoretical and practical knowledge, and are expected to teach in the undergraduate and MBA programs, and have the potential to contribute to the PhD program in the near future.

Applications should contain a curriculum vita, three letters of reference, teaching evaluations, and copies of one or two recent research papers. Forward all documents to **Dr. Milton Chew, Chair, Finance and Management Science Department, Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3**, Fax: 902-496-8101.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity and encourages applications from all qualified candidates including Aboriginal peoples, visible minorities, persons with disabilities and women. Applications will be considered until the positions are filled.

The Rotman Research Institute — Baycrest Centre for Geriatric Care

Chair – Neuropsychopharmacology

This new position will spearhead research and education in the area of neuropsychopharmacology of normal human cognition, aging, psychiatric disorders and dementia. The successful candidate will be an M.D. and/or Ph.D. who is an active researcher in this field, with acknowledged success in obtaining grants and an international reputation in research and education.

The Rotman Research Institute, based at the Baycrest Centre, focuses on research into memory and frontal lobe function changes with normal aging and with various neurological and psychiatric disorders. The Baycrest Centre includes a full-service geriatric hospital with special programs in dementia, Alzheimer's disease, and geriatric psychiatry. The centre also houses a home for the aged, an assistive living centre and provides ambulatory and community outreach programs.

The Chair will build on the existing international strengths of The Rotman Institute (notably cognitive neuroscience and imaging); with the opportunity for collaborative work with other University of Toronto affiliated institutions, including the Centre for Addiction and Mental Health (psychopharmacology and PET imaging) and the Sunnybrook and Women's College Health Sciences Centre (cognitive neurology and fMRI imaging).

The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed firstly to Canadian citizens and permanent residents.

Interested individuals should contact:

Dr. Donald T. Stuss, Vice-President Research Director, The Rotman Research Institute Baycrest Centre for Geriatric Care 3560 Bathurst Street Toronto, ON, Canada M6A 2E1

Fax: (416) 785-2474
E-mail: rotman@rotman-baycrest.on.ca

An academic centre fully affiliated with the University of Toronto.

Simon Fraser University
Dean, Faculty of Business Administration

Simon Fraser University invites applications and nominations for the position of Dean of the Faculty of Business Administration.

With its distinctive campuses on Burnaby Mountain and at Harbour Centre in downtown Vancouver, the University enrols some 1,900 FTE graduate students and 13,800 FTE undergraduates. Simon Fraser is widely regarded as one of Canada's best and most innovative comprehensive universities, committed to excellence in teaching and research. The operating budget is $181 million and the annual value of research grants and contracts is $39 million.

Within this context, the Faculty of Business Administration's complement of 59 FTE faculty offers baccalaureate and masters programs to 1,319 FTE undergraduate and 284 FTE graduate students whose areas of concentration may include Management Science, Finance, Human Resource Management, Management Information Systems, Accounting, Policy, Marketing, and International Business. The Faculty is involved in a wide range of distance education, continuing education, extension credit and international activities, and is committed to a similarly broad array of external partnerships and research initiatives.

The successful candidate for this position will be an energetic, creative, collegial leader with an outstanding record of research and teaching accomplishments, with particular skills in developing public and private sector partnerships, and with a commitment to envisage, articulate, and promote a dynamic academic plan for the Faculty. Toward this end, the University will seek to appoint a senior scholar whose academic credentials are consistent with Professorial rank, international recognition and visibility among the general business community. As the executive officer of the Faculty, the Dean will report to the Vice-President, Academic and participate in the work of the University's senior academic planning, and administrative committees.

Nominations and applications, including a current curriculum vitae and the names of at least three appropriate referees, should be submitted, in confidence, by **January 19, 2001**, to:

Dr. John Waterhouse, Vice-President, Academic
Simon Fraser University
8888 University Drive
Burnaby, BC, Canada V5A 1S6

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and residents of Canada.

Simon Fraser University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of the visible minorities, aboriginal persons, and persons with disabilities.

Further information about the University can be found on the World Wide Web at http://www.sfu.ca.

Applicants should expect to hear from the Institute's Canada Office by May/June 2001. Mailing Address: Programme Officer-Canadian Studies, Shastri Indo-Canadian Institute, Room 1402, Education Tower, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4, (403) 220-7467 (Telephone); (403) 289-0100 (Facsimile), sici@ucalgary.ca

CHEMISTRY

ST. FRANCIS XAVIER UNIVERSITY — Chemistry. Sabbatical Replacement Position 2001 – 02. St. Francis Xavier University invites application to the Department of Chemistry from candidates interested in a nine-month contract as a sabbatical replacement in 2001 – 02. The position is subject to budgetary approval. We are seeking someone with expertise in Inorganic Chemistry to teach four one-term courses: Basic Inorganic Chemistry, Intermediate Inorganic Chemistry I and II, and an advanced inorganic course. Details of these may be found by visiting www.stfx.ca/people/chemist and following the Course Outlines link. Candidates must possess a PhD. The Department would prefer someone with prior teaching experience. The University is primarily an undergraduate institution with active research programs in all the major science departments. The Chemistry Department has eight full-time faculty. Completed applications consist of a full curriculum vitae and a statement of teaching specialization. Please give the names and addresses of three people who could provide references. All material should be sent to: Dr. Bernard V. Lengyne, Chair of Dept. of Chemistry, St. Francis Xavier University, Box 5000, Antigonish, NS B2G 2W5, e-mail: blengyne@stfx.ca. Consideration of applications will begin on December 15, 2000.

MCMASTER UNIVERSITY — Department of Chemistry, Faculty Position in Polymer Chemistry. The Department of Chemistry at McMaster University invites applications for a tenure-track Assistant Professor position in any area of polymer chemistry. The successful candidate will hold a PhD, preferably with relevant postdoctoral experience, and will be expected to develop a strong externally funded research program and participate fully in teaching at both the undergraduate and graduate levels. The candidate will find many opportunities for collaboration and interaction with colleagues in the Department, and will join the dynamic interdisciplinary Materials Science and Engineering research community at McMaster. The position is available beginning July 1, 2001. McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. Applications, including a curriculum vitae, a statement of research interests, and letters from three referees should be sent by November 15, 2000 to: Dr. W.J. Leigh, Chair, Department of Chemistry, McMaster University, Hamilton, ON, Canada L8S 4M1. Tel: +1 (905) 525-9140 ext. 24504, Fax: +1 (905) 522-2509.

MCMASTER UNIVERSITY — Department of Chemistry, Faculty Position in Theoretical Chemistry. The Department of Chemistry at McMaster University invites applications for a tenure track position in the area of theoretical chemistry at the Assistant or Associate Professor position depending on qualifications. The successful candidate will hold a PhD in Physical Chemistry or Chemical Physics, preferably with relevant postdoctoral experience, and will be expected to develop a strong research program and to participate in teaching at both the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including members of visible minorities, aboriginal peoples, persons with disabilities, and women. Applications, including a curriculum vitae, a statement of research interests, and letters from three referees should be sent by November 15, 2000 to: Dr. A.D. Bain (Chair, Theoretical Search Committee), Department of Chemistry, McMaster University, Hamilton, ON, Canada L8S 4M1. Tel: +1 (905) 525-9140 ext. 24524. Fax: +1 (905) 522-2509.

THE UNIVERSITY OF WESTERN ONTARIO — Assistant Professor of Analytical Chemistry. The Department of Chemistry invites applications for a tenure-track position at the rank of Assistant Professor. Candidates with excellent research backgrounds in Analytical Chemistry or any related area will be considered. The successful candidate will be expected to establish an independent, externally funded research program, and to develop and teach innovative courses in analytical chemistry at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large, research intensive Department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other Departments in the Faculties of Science, Engineering and Medicine and Dentistry. Interested candidates should send their curriculum vitae, names of three referees along with a description of research accomplishments and a proposal for future research with an appropriate budget to: Dr. R.H. Lipson, Department of Chemistry (rlipson@julian.uwo.ca). The University of Western Ontario, London, Ontario, Canada, N6A 5B7. Closing date for receipt of applications is January 15, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Positions are subject to budget approval.

THE UNIVERSITY OF WINDSOR — Invites applications for tenure-track positions in organic chemistry, inorganic chemistry and biochemistry and biotechnology commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Chemistry & Biochemistry, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3526; Fax: 519 973-7098, Email: taylor@uwindsor.ca

MCGILL UNIVERSITY — The Departments of Physics and Chemistry at McGill University are expanding their research in Experimental Materials Science. Applications are invited for a joint (Chemistry and Physics) tenure-track position at the rank of Assistant Professor, beginning no later than September 2001. We seek candidates with a proven record of excellence in experimental research who will strengthen or add to existing research interests in the two departments. Faculty members are currently active in the fields of magnetism, thin films, surface science, scanning probe techniques, nanoelectronics, meso-scale phenomena, neutron and synchrotron x-ray scattering, non-equilibrium processing, hydrogen storage, bio-materials, macromolecular self-assembly, liquid crystals, polymer synthesis and morphology, drug delivery, colloids, NMR, non-linear optical materials, conducting polymers, electrochemistry and the kinetics of phase transitions or more information, consult the web page: http://www.physics.mcgill.ca/joint_position.html. Candidates are expected to have a capacity for excellence in teaching and will have teaching responsibilities in both departments. The successful candidate will be invited to join the Centre for the Physics of Materials. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a detailed research plan. They should also arrange for three letters of reference to be sent directly to: Professor David Harpp, Chair, Department of Chemistry, McGill University, 801 Sherbrooke St. W., Montreal, Que., Canada, H3A 2K6. Review of applications will begin December 15th, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

CLASSICAL STUDIES

THE UNIVERSITY OF WESTERN ONTARIO — Classical Studies. Applications are invited for a tenure-track position at the rank of Assistant Professor to begin July 1, 2001. Although no particular area of expertise is being sought, the successful applicant will participate in a programme with a full range of courses in classical civilization and languages, and be expected to have a strong commitment to research and teaching, as well as a solid background in Greek and Latin philology. Applicants should have the PhD or be in the final stages of its completion. The closing date for applications is December 31, 2000. A curriculum vitae, the names of three referees (or a dossier from a university placement office), university transcripts, and a sample of scholarly writing should be sent to Professor C.G. Brown, Chair, Department of Classical Studies, The University of Western Ontario, Talbot College, London, Ontario, N6A 3K7. The position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities

COMMUNICATION

BROCK UNIVERSITY — Department of Communications, Popular Culture and Film. Invites applications for a probationary (tenure-track) appointment in information technology and communications theory at the rank of Assistant Professor, effective July 1, 2001. The position is subject to final budgetary approval. A thriving interdisciplinary unit with approximately 400 majors, the department offers together with its programs in Film Studies and Popular Culture an undergraduate specialization in four streams of Communications: media and culture, communications policy, business communications, and information technology (for more information see our website: http://www.brocku.ca/epc/). A recently completed PhD in a relevant social science discipline is required, together with evidence of successful teaching experience, research potential and expertise in the areas of information technology and communications theory. In addition to undergraduate teaching, the successful candidate will be expected to develop a strong externally-funded program of independent research and scholarship in the area of expertise, contribute to curriculum development in the new Information Technology stream, and participate fully in the affairs of the department. Applicants should submit by January 15, 2001 a letter of application accompanied by a curriculum vitae, summaries of teaching evaluations, and selected reprints and pre-prints of published work to: Professor Jim Leach, Chair, Department of Communications, Popular Culture and Film, Brock University, St. Catharines, ON L2S 3A1. In addition, applicants should arrange for three letters of reference to be sent to Professor Leach by the deadline. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

UNIVERSITY OF OTTAWA — The Department of Communication invites applications for two full-time, tenure-track positions at the rank of Assistant Professor starting July 1, 2001. Established in 1969, the Department has a large, dynamic and growing program, with a broad range of courses, covering both media and organizational studies. Applicants should have a PhD in communication or a related discipline and a relevant research dossier. The positions will involve teaching in English in one or more of the following areas: organizational communication, critical communication studies and media production. The University of Ottawa is a bilingual institution, therefore, bilingualism is a condition for tenure. The ability to teach in French is an asset. Salary is based on the University's Collective Agreement. In accordance with Canadian Citizenship and Immigration requirements, these positions are open to Canadian citizens and permanent residents. The University of Ottawa is committed to an employment equity program. Candidates should submit their curriculum vitae and three letters of recommendation by November 30, 2000 to: Patrick J. Brunet, Chair, Department of Communication, University of Ottawa, 554 King Edward Ave., P.O. Box 450, Stn. A, Ottawa, Ontario, K1N 6N5.

UNIVERSITÉ D'OTTAWA — Le Département de communication sollicite des candidatures pour deux postes de professeur ou professeure adjoint-e menant à la permanence. Date d'entrée en fonction: 1er juillet 2001. Créé en 1969, le département offre un programme solide et dynamique en pleine expansion. Son large éventail de cours couvre les domaines des médias et de la communication organisationnelle. Le candidat ou la candidate devra posséder un doctorat en communication ou dans une discipline connexe et un bon dossier de recherche et de publications. Les candidats et candidates devront enseigner en anglais dans l'un ou plusieurs des domaines suivants: communication organisationnelle, études critiques en communication et production médiatique. L'Université d'Ottawa étant une université bilingue, le bilinguisme constitue une condition d'obtention de la permanence. La possibilité d'enseigner en français est un atout. Salaire: selon la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens/citoyennes canadiens/canadiennes et aux résidents/résidentes permanents/permanentes. L'Université applique une politique d'équité en matière d'emploi. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation avant le 30 novembre 2000: Patrick J. Brunet, directeur, Département de communication, Université d'Ottawa, 554 av. King Edward, C.P. 450, Succ. A, Ottawa, Ontario K1N 6N5.

YORK UNIVERSITY, Faculty of Arts, Division of Social Science invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor in Communication Studies, beginning 1 July 2001. The Division is mandated to provide undergraduate general education, as well as Honours B.A. degrees through several interdisciplinary programs, one of which is Communication Studies. Candidates must have a PhD in Communication (or related discipline) or equivalent degree, demonstrated excellence in research, publication, and teaching, and an ability to teach in interdisciplinary programs. The successful candidate will contribute to the York/Ryerson Graduate Programme in Communication and Culture, and should have a substantive focus on the following areas related to the study of communication and culture: communication and cultural policy (international and/or domestic); cultural industries; media history. This position may carry tenure at the outset if appropriate. Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, and a sample publication, and to have three referees send letters of reference to: Dr. Craig Heron, Chair, Division of Social Science, 5755A Ross, York University, 4700 Keele St., North York, Ontario M3J 1P3; Telephone: (416) 736-5054, Fax: (416) 736-5574. Deadline: Friday 1 December 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Division of Social Science welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If you require additional assistance, please call the affirmative action office at (416) 736-5713. All appointments are subject to budgetary approval.

COMPARATIVE LITERATURE

THE UNIVERSITY OF ALBERTA — Department of Comparative Literature, Religion and Film/Media Studies. University of Alberta, invites applications for a tenure track Assistant Professor position in the filed of Comparative Canadian Culture, both anglophonic and francophonic, with emphasis on Literature and Film/Media, and expertise in Identity Theory as it relates to the various constituencies that constitute Canada's complex, multicultural heritage. Candidates should hold a PhD in Comparative Literature or a related discipline, and be prepared to provide evidence of scholarly and teaching excellence. An ability to teach a variety of courses at both the undergraduate and graduate levels is required. Consistent with the department's broad mandate, the successful candidate will be called upon to develop cross-disciplinary courses in Identity Theory. Entry level salary for Assistant Professors is currently $43,738. The appointment will begin July 1, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications cannot be found, other individuals will be considered. Letters of application, CV's including all university transcripts, and letters from three referees should be sent by January 12, 2001 to Dr. Jerry Varsava, Chair, Department of Comparative Literature, Religion and Film/Media Studies, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

COMPUTER SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO — Department of Computer Science. The University of Western Ontario, a top-tier research University in Canada, is actively expanding its activities in Computer Science. Applications are invited for tenure-track positions at the level of Assistant or Associate Professor. The department currently comprises 30 faculty in teaching and research positions. Degrees at the BSc, MSc and PhD levels are offered in Computer Science, as well as degrees with specialization in Software Engineering. Research in the department spans topics in the fundamental areas of computer science, as well as emerging subjects such as molecular computing, legal issues in computing, network quality of service, and web technologies (see www.csd.uwo.ca/research for more details). Links with the Faculties of Law, Information and Media Studies, Ivey School of Business and with various departments allow the department to offer its students unique courses and foster interdisciplinary research opportunities for faculty and graduate students. Major research projects are funded by international, federal, provincial and private sector sources. New faculty are invited to participate in existing research projects, and to initiate projects of their own. With a full-time enrollment of about 25,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". An international airport, galleries, theatre, mu-

BRANDON UNIVERSITY
Founded 1899

SPECIAL EDUCATION POSITION

Tenure Track
Faculty of Education

Brandon University offers undergraduate degree programs to over 3,000 full- and part-time students in arts, science, music, education, general studies and health studies, and graduate programs in education, music and rural development.

Our university is a place where dedicated teachers and focused researchers have made their homes. There is a tradition of social conscience at our Faculty of Education that informs our mission to serve aboriginal, northern and rural communities.

The Faculty of Education at Brandon University offers respected concurrent and after-degree B.Ed. programs and contains dynamic graduate programs in special education, counselling, educational administration and curriculum studies. We are seeking a new faculty member to enter into tenure-track responsibility at the Assistant or Associate Professor rank.

The successful applicant will have a completed doctorate in special education. Expertise in speech/language pathology, educational psychology and emotional/behavioural disorders will be highly valued. The successful candidate will be expected to provide leadership at the graduate level in one of these areas, as well as to teach undergraduate courses in special education. It is thus imperative that the candidate demonstrates experience and knowledge of school settings. Seated in the Educational Psychology and Foundations Department, this position will complement our current professional staff in counselling, special education and foundations. We expect that our new colleague will have an active research agenda and expertise in teaching.

Salary: According to qualifications by rank:
Associate Professor: $52,918 - $76,907
Assistant Professor: $40,288 – *$59,827*

Closing Date: November 15, 2000 or when position is filled.

Start Date: January 1, 2001

Contact:
Please forward a letter of application with curriculum vitae and the names and addresses of three references to:
Robin Enns, Ph.D.
Acting Dean, Faculty of Education
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9

For more information visit:
www.brendonu.ca

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

the degree that works

UNIVERSITY OF WINDSOR

Visiting Humanities Fellowships
Humanities Research Group

Applications are invited for Visiting Humanities Fellowships, tenable at the University of Windsor in the 2001-2002 academic year.

Scholars with research projects in traditional humanities disciplines or in theoretical, historical or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. Individuals engaged in interdisciplinary research are particularly encouraged to apply. The Fellowship will appeal to sabbaticants and those holding research grants, including Post-doctoral awards. Applicants must hold a doctorate or the equivalent in experience, research and publications. International applications are encouraged. Visa documents, if required, are the responsibility of the applicant.

The Fellowship is tenable at the University of Windsor for a period of four months to one year. No stipend is attached to the Fellowship. The Humanities Research Group will provide office space, university affiliation, library privileges and assist Fellows in establishing contacts with individuals, groups, libraries and institutions in the Southwestern Ontario/Michigan region. Fellows are expected to work in residence at the HRG for the duration of the award and to deliver a public presentation on their research.

There is no application form. Letters of application should include a rationale for working with the HRG, a curriculum vitae, one page abstract, and a detailed description of the research project. Applicants should arrange to have three letters of reference sent directly to the HRG before the deadline. Incomplete applications cannot be considered. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from aboriginal peoples, people with disabilities and members of visible minorities. Applications from women are particularly encouraged.

To ensure full consideration, complete applications should be submitted by **February 15, 2001** to:

Dr Jacqueline Murray, Director
Humanities Research Group
University of Windsor
430 Sunset Avenue
Windsor, Ontario N9B 3P4
Telephone: (519) 253-3000 x3508
Fax: (519) 971-3620
Email: hrgmail@uwindsor.ca
Homepage: www.uwindsor.ca/hrg

The University of Windsor, one of Ontario's leading academic institutions, provides "the degree that works," an innovative and student-focused approach which prepares its graduates for the challenges of tomorrow. Information about the University of Windsor and its programs may be found at www.uwindsor.ca. Also visit us at www.uwindsor.ca/faculty positions.

sic and sporting events are to be found, as would be expected of a larger centre (see www.city.london.on.ca). The closing dates for applications are the second Friday of each month until August 10, 2001. Candidates should have a PhD in Computer Science or Software Engineering and must show evidence of a strong research program and commitment to teaching. Priority will be given to candidates who build on existing strengths of the department, eg who can establish leading projects in new areas. Successful candidates will teach in both the graduate and undergraduate programs of the department and pursue a strong, individually-defined research program. To apply, please send a CV, a statement of your teaching philosophy and three representative publications to: Prof Stephen M Watt, Chair, Department of Computer Science, MC355, The University of Western Ontario, London, Ontario, Canada N6A 5B7. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities.

ALGOMA UNIVERSITY COLLEGE — The Department of Computer Science, invites applications for a tenure-track appointment at the Assistant Professor level. Hiring at a higher level may be possible with appropriate experience and qualifications. Salary is commensurate with qualifications and experience. The position requires a PhD in Computer Science, but an applicant who is soon to complete a PhD may also be considered. The department is currently expanding and offers undergraduate degrees in Computer Science and in Information Technology. Algoma University College, an affiliate of Laurentian University, provides an intimate environment in the Northern Ontario cheese country for high quality, undergraduate liberal arts and science university degree programs. The successful applicant is expected to be committed to excellence in teaching and should also have a demonstrated aptitude for research. Applications, including a curriculum vitae and the names, addresses and email addresses of three references, should be directed to Dr. Jong You, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, you@auc.on.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from all qualified women and men, members of visible minorities, Native peoples and persons with disabilities. More information on AUC can be found on the web site www.auc.on.ca.

BISHOP'S UNIVERSITY — The Department of Computer Science is inviting applications for two tenure-stream positions at the level of Assistant Professor. The salary range for assistant professors is $43,894 to $ 62,219. The first position is hardware oriented. Expertise in the areas of hardware, interfacing, computer organization and architecture, and networking is particularly sought. There is a special need for a person who can develop a new course in advanced computer architecture. The second position is for a general main-stream Computer Scientist. The department offers courses in programming languages, software engineering, artificial intelligence, operating systems, algorithms and complexity, databases and information systems. New areas of expertise are also welcome, as the department aims to broaden its offerings. Duties include undergraduate teaching, supervision of projects and honours theses, active research, contribution to the administration of the department and to various university committees. Although a PhD in Computer Science (or equivalent) is normally required, applicants with a Masters degree and evidence of successful post-secondary teaching experience are encouraged to apply. Bishop's University is located in Lennoxville, a small bilingual town in the Eastern Townships, five minutes away from Sherbrooke (a metropolitan region of 110,000 inhabitants), and ninety minutes away from Montreal. With a small and beautiful campus that was first built in 1843, it is one of the oldest universities across Canada, and unique in its small size and its commitment to liberal education. Applicants should send a curriculum vitae, copies of previous teaching evaluations (if available) and arrange to have three letters of recommendation forwarded. At least one of the letters should comment on the teaching ability of applicant and at least one should comment on the research potential of the applicant. Applications will be received until the positions are filled. Applications should be sent to: Dr. Andrew P. Dean, Dean of Natural Sciences and Mathematics, Bishop's University, Lennoxville QC, J1M 1Z7, e-mail: adean@ubishops.ca.

THE UNIVERSITY OF WINDSOR — invites applications for tenure-track positions in Computer Science commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculty-positions. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519.253 3000, Ext 2990, Fax: 519.973.7093, Email: garabon@uwindsor.ca

YORK UNIVERSITY — The Department of Computer Science invites applications for a number of tenure-track and/or contractually limited term positions in Computer Science. Appointments could be made as early as January 1, 2001 but the majority of the positions are expected to be filled by July 1, 2001. The Department plans to increase its overall strengths and has particular interest in attracting faculty in the areas of: *software systems, including compilers, programming languages, parallel systems, distributed systems, concurrent systems, networks, operating systems, software engineering, databases and other closely-related areas; *artificial intelligence, vision, graphics and robotics; and *parallel algorithms and architectures. But excellent candidates from all areas are encouraged to apply. For applicants for junior positions, a recent doctoral degree in Computer Science is required and the applicant must demonstrate strong potential for excellence in research and teaching at both the graduate and undergraduate levels. Applicants for more senior positions must demonstrate an outstanding commitment to research and teaching in Computer Science. The Department of Computer Science at York includes over 30 faculty members, and is scheduled to move to a new Computer Science building in Fall 2001. The Department offers a full range of graduate and undergraduate programs. Located in the City of Toronto, York University is the third largest university in Canada. For further information concerning the department see (http://www.cs.yorku.ca). Applications, with curriculum vitae and the names of four references, should be sent to: Michael Jenkin, Computer Science Search Committee Chair, Department of Computer Science, Faculty of Pure and Applied Science, York University, 4700 Keele Street, Room 126 CSB, Toronto, ON M3J 1P3. Applications should be received by January 15, 2001 for appointments to be made for July 1, 2001. Applications received after January 15, 2001 may also be considered if positions are still available. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Computer Science Department welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at (http://www.yorku.ca) or a copy can be obtained by calling the Affirmative Action Office at (416) 736-5713. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

OKANAGAN UNIVERSITY COLLEGE — Computer Science. Kelowna and Penticton Centres: 2 Positions Available. The Department of Computer Science in the Faculty of Science requires College Professors to teach students in the Computer Information Systems diploma program and students in degree programs. In addition to being involved in scholarly activity, the successful candidates will establish the curriculum for new undergraduate degrees in Computer Science. Some travel may be necessary, as one of the two positions may be based in Penticton. Applicants with experience and interest in databases and networking are particularly encouraged to apply. For details about our department, visit us at http://www.ouc.bc.ca/COSC. Preferred qualifications are a PhD in Computer Science or a related field and a mixture of industrial and post-secondary teaching experience. A commitment to excellence in teaching, and the ability to work as part of a team is essential. This is a continuing appointment effective approximately August 7, 2001. Please Note: Budget, financial and contractual factors may be responsible for the delay, cancellation or alteration of posted positions. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae (quoting Competition No. 68FAC00) and the names, addresses and telephone numbers of three referees by December 15, 2000 to: Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC, V1Y 4X8. Applications may be faxed to (250) 862-5475, or e-mailed to: erapplicats@okanagan.bc.ca. E-mailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line. Please visit our website at: http://www.ouc.bc.ca/hopsonings/. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

UNIVERSITY OF ALBERTA — Do you have a commitment to the science of computing? Are you looking for an academic environment that focuses on the science of your discipline? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have eight established research laboratories, including Algorithmics, Artificial Intelligence and Cognitive Science, Database Management, Graphics, Networks and Communications, Distributed Systems, Software Engineering, and Vision and Robotics. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have a large SGI Origin 2000, and a 3D immersive display powered by an SGI Onyx2. We are currently constructing a new research laboratory building adjacent to a renovated historical building, to provide us with office and research space consolidated in the middle of our campus of about 30,000 students (see the WebCam at www.cs.ualberta.ca). Our current complement of 35 regular faculty work within a department of 28 support staff, 140 graduate students (50/50 MSc/PhD) and 400 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for 15 highly productive eager computing scientists to complement our strengths in all areas. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across sub-disciplines. Candidates should have, or be at the completion stage of, a PhD in Computing Science, a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vita and the names and addresses of three referees to Iris Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2E8, or everitt@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF VICTORIA — Department of Computer Science. Applications are invited for one or more regular tenure track positions at the Assistant or Associate Professor levels to begin on or after 1 January 2001. Applicants in all areas of computer science will be considered, but we are especially interested in software engineering, data engineering and computational biology. Duties will include teaching at the undergraduate and graduate levels, graduate student supervision, and research. Applicants should possess a PhD in Computer Science or a closely related field, a strong research record, and a strong commitment to teaching. The Department currently has 24 faculty members and 76 graduate students. It offers graduate and undergraduate degrees in Computer Science as well as combined undergraduate degrees or options with Mathematics, Statistics, Physics and Business. It has recently begun offering an undergraduate option in Software Engineering. The Department offers highly successful cooperative education programs for students at both the graduate and undergraduate levels. Detailed information about the Department may be found on the web at http://www.csc.uvic.ca. Located on the southern tip of Vancouver Island, the city of Victoria is renowned for its beauty & has easy connections to Vancouver and Seattle. Recreational activities include hiking, sailing and skiing. Information about Victoria may be found on the web at http://victoria-abc.com. Applicants should send a curriculum vitae and the names of at least three referees to: Dr. R.N. Horspool, Chair, Department of Computer Science, University of Victoria, P.O. Box 3055, Victoria, BC, Canada V8W 3P6, Telephone (250) 721-7227, Fax: (250) 721-7292. E-mail applications to chair@csr.uvic.ca are encouraged. E-mail attachments in any common word processing format are acceptable. Applications will be considered as they are received and the search will be continued until the positions are filled. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. The University has excellent policies which support faculty with family obligations, including paid maternity/parental leave and a generous pension plan.

THE UNIVERSITY OF WATERLOO — Computer Science. The University of Waterloo invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research of international stature. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Computer Science has embarked on an ambitious program of growth recently. Twenty new faculty members have joined the Department in the past three years. With over 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor; in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp. For further information about the Department, please see http://www.math.uwaterloo.ca/CS_Dept/. Candidates at all levels of experience and exceptional candidates in all areas, are encouraged to apply. We are especially interested in candidates with experience in algorithms engineering, bioinformatics, distributed systems, graphics, networks, programming languages, scientific computation, software engineering, symbolic computing, and user interfaces. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Chair, Professor Nick Cercone. Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

EARLY MODERN STUDIES

THE UNIVERSITY OF KING'S COLLEGE — invites applications for a tenure-track appointment in Early Modern Studies at the rank of Assistant Professor commencing July 1, 2001. The University of King's College is a small liberal arts university on the campus of Dalhousie University with which it offers joint degrees in arts and sciences. The successful candidate will have a PhD (or be near completion) and strong teaching and research interests in the Early Modern Period (up to the early nineteenth century), specifically the interdisciplinary study of social, moral, political and historical thought; the ability to teach in the late modern period will be an asset. The candidate will be expected to create and teach new undergraduate courses in an interdisciplinary combined honours programme, devoted to the study of Early Modern European culture, offered jointly by the University of King's College and Dalhousie University. Applications, including a curriculum vitae, three letters of reference and a writing sample should be sent to: Dr. Neil Robertson, Director, Early Modern Studies Programme, University of King's College, Halifax, NS B3H 2A1; further inquiries can be directed to: Neil.Robertson@ukings.ns.ca. Closing date for applications: January 8, 2001. In accordance with Canadian immigration requirements, priority of consideration will be given to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer. This appointment is subject to budgetary approval.

EARTH & ATMOSPHERIC SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences, University of Alberta is seeking an individual who is actively involved in research on the origin of diamonds and their inclusions (Canada Research Chair — Diamond Research). This position will complement existing and developing geochemical and petrological research programs pertaining to mantle studies. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in teaching. The incumbent will be expected to teach undergraduate and graduate courses, and to initiate an innovative and rigorous research program that includes supervision of MSc and PhD students. Detailed information on the faculty and facilities of the department can be found on the World Wide Web at www.ualberta.ca/EAS. The appointment for this position will be at the Assistant Professor level. Applicants must hold a PhD degree and have a proven research record. The appointment will commence on July 1, 2001 provided that a suitable candidate can be found. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3 Fax (780) 492-8190. Applications by e-mail will be declined. Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is January 12, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ECONOMICS

UNIVERSITY OF TORONTO at Scarborough — Economics. The Division of Management at the University of Toronto at Scarborough is recruiting for a tenure stream position in Applied Economics, rank open. Duties include undergrad-

Dalhousie University
Faculty of Health Professions
Associate Dean – Research

The Faculty of Health Professions at Dalhousie University is seeking applications or nominations for the newly established position of Associate Dean - Research. The Faculty is an aggregation of the Schools of Health and Human Performance, Health Services Administration, Human Communication Disorders, Nursing, Occupational Therapy, Physiotherapy, the Maritime School of Social Work, College of Pharmacy, and Queen Elizabeth II Health Sciences Centre-Dalhousie School of Health Sciences.

This is a full-time position in the Faculty of Health Professions that reports to the Dean. An academic appointment in a suitable academic unit(s) within the Faculty can be arranged. The successful candidate will be appointed at the Associate Professor/Professor level, normally without tenure, for a five year term that is subject to renewal. In addition to an attractive salary and benefits package, the individual will receive a research establishment grant of $50,000.

The ideal candidate will be an emerging or established "star" in research related to health outcomes, health promotion, and/or women's health. S/he will have excellent communication, research facilitation, and team-building skills, a proven track record in collaborative research, administrative experience, and demonstrated leadership as a scholar.

The Associate Dean's duties include both research administration (40% of time), and research and research-related teaching (60% of time). A detailed description of duties is available. Please e-mail Beth.Weir@dal.ca for further information.

Interested applicants should provide a detailed curriculum vitae and cover letter describing the individual's unique attributes for the position, and the names of three research references.

Deadline for applications is **December 15, 2000** with the position available July 1, 2001 or earlier. Applications should be sent to: **Chair, Search Committee for Associate Dean – Research, Office of the Dean, Faculty of Health Professions, 5968 College St., 3rd Floor, Halifax, NS B3H 3J5**; (902) 494-3327 phone; (902) 494-1966 fax.

In accordance with Canadian Immigration requirements, and subject to budgetary approval, this advertisement is directed to Canadian Citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

Assistant Professor in Social Sciences or Humanities

Department of Clinical Epidemiology and Biostatistics, Faculty of Health Sciences

The world-renowned Department of Clinical Epidemiology and Biostatistics (CE&B) at McMaster University has an open position at the level of Assistant Professor for a social scientist involved in health research. Qualifications include a PhD or equivalent in Social Sciences or Medical Humanities, with expertise in qualitative and quantitative methodology for health research, especially in topics relevent to health research transfer and evidence-based health care. Experience in the application and teaching of social science/humanities methods pertaining to health research and consultation with clinician researchers is considered an important attribute. Applicants are expected to show that they can pursue their own independent area of research, as shown by publications in peer review journals and particlpation in peer-reviewed funded research. Applicants with a career award will be given preference.

The successful applicant will maintain an active research program and will be a regular contributor to teaching in the Health Research Methodology Program in the Health Sciences Graduate Program, the Bachelor of Health Sciences Program and/or in other educational programs at McMaster. The applicant will undertake research, education, administration, and research consultation activities according to departmental expectations for full-time faculty members at the rank of Assistant Professor.

McMaster University is "research intensive" and perennially rated as the most innovative university in Canada. The Faculty of the Department of Clinical Epidemiology and Biostatistics (CE&B) attract the highest average research funding and enjoy the highest publication record in the university. For more information about CE&B, visit **http://www.fhs.mcmaatar.ca/ceb** and about the Faculty, visit **http://www.fhs.mcmaster.ca**

Applications and nominations including a curriculum vitae, a statement of research interests and academic goals, and the names of three referees may be forwarded to: **Dr. Larry Chambers, Acting Chair, Department of Clinical Epidemiology and Biostatistics, Faculty of Health Sciences, 1200 Main Street West, Hamilton, Onterio L8N 3Z5 Tal: 905-525-9140 ext 24931 e-mail: chambers@fhs.csu.mcmaster.ca**

Deadline for applications is December 15, 2000

In accordance with Canadian immigration requirements, this advertisement is directed to Canadien citizens and permanent residents of Canada in the first instance.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

"An aqual opportunity employar"

McMaster University

uate teaching of economics courses within the Division of Management at the University of Toronto at Scarborough, MBA teaching in managerial economics at the Joseph L. Rotman School of Management on the St. George campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in research and teaching. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the University. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Michael Krashinsky, Associate Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4 (krash@scar.utoronto.ca). Deadline for applications is December 15, 2000. The position would begin on July 1, 2001. In accordance with Canadian immigration requirements this search is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2001. Qualifications include a PhD, preferably with some teaching and research experience. Duties include teaching at the undergraduate and Master's level and research. The Department is especially interested in applicants with fields in international trade and/or industrial organization. However, candidates in all areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the position is filled. The position is subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

THE UNIVERSITY OF NEW BRUNSWICK — The Department of Economics at the University of New Brunswick, Fredericton invites applications for a tenure track position at the Assistant Professor rank in Law and Economics beginning July 1, 2001. An interest in Macroeconomics would be an asset. Contribution to the undergraduate interdisciplinary Law and Society Program is expected. Duties include research, teaching at the graduate and undergraduate levels, and supervision of graduate students. Candidates should have a PhD and a strong commitment to research and teaching. Please send applications, including CVs and the names of three references by December 31, 2000 to: Dr. Beverly Cook, Chair, Department of Economics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Telephone: (506) 447-3202, Fax: (506) 453-4514, E-mail: bac@unb.ca. Information about UNB and the City of Fredericton may be found at: http://www.unb.ca and http://www.City Fredericton nb.ca/welcome.htm respectively. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The date of appointment will be July 1, 2001. We encourage all qualified persons to apply. The University of New Brunswick is committed to the principle of employment equity.

RYERSON POLYTECHNIC UNIVERSITY — Economics — Assistant Professors. Applications are invited for two tenure-track positions at the Assistant Professor level, starting on August 1, 2001, subject to budgetary approval. Applicants will hold, or be near completion of, a PhD in Economics and show evidence of excellent teaching skills. Preferred fields are applied open-economy macroeconomics, international finance and international economics. Applicants will be expected to teach at the undergraduate level and be actively involved in research. Please send applications, with a curriculum vitae and the names of three referees, by December 1, 2000, to: Chair of the Department of Economics, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Information about the department and its programs can be found on our Web site at www.ryerson.ca/econ. Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MCGILL UNIVERSITY — Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position. Applicants must have a doctorate (or expect to complete by May 2001) and show strong potential for excellence in research and teaching. Fields open but with a preference for macroeconomics including international macroeconomics. Please send letters of application, curriculum vitae and three confidential letters of reference to Professor Chris Green, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7 Canada. Closing date for applications is 30 November 2000. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

THE UNIVERSITY OF WATERLOO — Economics. The Department of Economics at the University of Waterloo seeks to fill one (or more) tenure track position(s) at the level of Assistant Professor. Consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. While all areas of economics will be considered, the department is especially interested in appointing someone capable of teaching more than one of the following: corporate finance, international economics, statistics/econometrics, mathematics for economists, applied micro and macro economics. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. This position is effective September 1, 2001. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send you curriculum vitae to Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for applications is January 5, 2001.

SIMON FRASER UNIVERSITY — Assistant Professor Position. The Department of Economics at Simon Fraser University seeks to fill one tenure track position at the assistant professor, subject to budgetary authorization and approval by the Board of Governors. Excellence in research and teaching are the primary criteria for this position. Applicants will be expected to teach at both the graduate and undergraduate level. Candidates should have a PhD completed or near completion. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified candidates. Please arrange to have three letters of reference sent directly to the Chair of the Appointments Committee. Send a letter of application and curriculum vitae by December 15, 2000 to: Professor Douglas Allen, Chair, Appointments Committee, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6 Canada. Fax: 604-291-5944, E-mail: econjob@sfu.ca

MCMASTER UNIVERSITY — Labour Studies Programme. A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment, commencing July 1, 2001, will initially be for three years with the possibility of renewal. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. The successful candidate will also be expected to participate with other faculty in the development of on-line support modules for our undergraduate courses. A PhD or ABD is preferred, although candidates with MA's and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home page at www.socsci.mcmaster.ca/~labrst/. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is January 15, 2001.

EDUCATION

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Education invites applications for three full-time probationary (tenure-track) appointments at the rank of Assistant Professor, effective July 1, 2001. The three positions are: 1. Health and Physical Education; 2. Science Education, preferably with strength in physical science education at secondary level. 3. Social Science Education, preferably with strength in history education. Applicants must have a PhD or equivalent and demonstrated research capabilities. Teaching experience in the schools is an asset. The successful applicants will bring enthusiasm, academic strength and collaborative abilities to the Faculty. Teaching duties will include the development and delivery of courses within the various programs in the Faculty. The successful applicants will also maintain an active research program that complements the research themes the Faculty has identified: applied educational and counselling psychology; education-al policy studies; gender, equity and social justice, language and literacy; mathematics, science and technology; and pedagogy and curriculum. These appointments are subject to budgetary approval. Salary will be commensurate with qualifications and experience. The Faculty of Education at Western is a dynamic, forward looking Faculty that provides an exciting opportunity for scholars in education looking for an environment that encourages fundamental and applied research in education and the provision of high quality programs at the undergraduate and graduate levels. The Faculty offers the B.Ed./Dip.Ed program in teacher education, graduate programs at the masters and doctoral levels, and an extensive range of in-service courses for teachers delivered by distance education. In 2000 – 01, there are 820 students in the undergraduate program, 150 in masters programs, 13 in PhD programs, and 4000 registrants in continuing education courses. More information on the Faculty of Education can be obtained from www.uwo.ca/edu/. Interested candidates should send a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; their curriculum vitae; the names and addresses of three referees, and copies of their scholarly writing, by January 15, 2001, to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON N6G 1G7. Telephone 519-661-2080; fax 519-850-2377. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Assistant Professor, Counselling and Educational Psychology. The Faculty of Education, The University of Western Ontario, invites applications for a full-time probationary (tenure-track) appointment at the rank of Assistant Professor in Counselling and Educational Psychology. PhD or equivalent is required. Candidates should have both scholarly publications and plans for future programmatic research. Preference will be given to applicants who have a background in a well-defined area of counselling psychology and educational psychology, as well as having the ability to relate to school and agency personnel in consultative and supervisory roles. The capability to teach in counselling, educational psychology, and research design at the graduate and undergraduate level is required. Salary will be commensuate with qualifications and experience. The appointment is subject to budget approval and will begin July 1, 2001. Interested candidates should send their curriculum vitae, names and addresses of three referees and copies of their scholarly writing, by January 15, 2001, to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON N6G 1G7. Telephone: 519-661-2080; fax: 519-850-2377. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications for all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Assistant Professor, Media and Education Studies. The Faculty of Education and the Faculty of Information and Media Studies invite applications for a full-time probationary (tenure-track) appointment at the rank of Assistant Professor. This position is a joint appointment between the two units. Candidates should have a PhD in Education, Communications, Media Studies or a related discipline and show evidence of strong research potential and excellence in teaching. The position will commence on July 1, 2001. Applicants should have a demonstrated research interest in the critical and theoretical analysis of learning technologies and/or the social construction of learning technologies. Other pertinent areas of research interest would be new learning environments, interactive learning, distance studies and delivery, or multimedia. Teaching experience at the elementary or secondary levels would be an asset. The successful applicant will bring enthusiasm, academic strength and collaborative abilities to the two units. Teaching duties will include the development and delivery of courses within the various graduate and undergraduate programs in the two Faculties. More information on both faculties can be obtained from www.fims.uwo.ca and www.uwo.ca/edu/. Interested candidates should send their curriculum vitae, names and addresses of three referees and copies of their scholarly writing, by January 15, 2001, to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON N6G 1G7. Telephone: 519-661-2080; fax: 519-850-2377. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents.

CIVIC EDUCATION PROJECT — Experience the Challenge Civic Education Project (CEP), a non-profit organization dedicated to higher education reform in Central/Eastern Europe and Eurasia, is accepting applications for the 2001 – 02 academic year. CEP Visiting Lecturers teach social science courses in English and collaborate with local colleagues on curriculum development and outreach projects. Lecturers receive housing, a stipend, airfare, book and shipping allowance, and health insurance. Contact: Civic Education Project, 1140 Chapel Street Suite 2A, New Haven, CT 06511, Tel. (203) 781-0263, Fax: (203) 781-0265, cep@cep.yale.edu, http://www.cep.org.hu. Deadline: February 15, 2001.

RYERSON POLYTECHNIC UNIVERSITY — Early Childhood Education. The School invites applicants for two faculty appointments, effective August 1, 2001. The School provides a four-year degree program for students interested in careers working with children and families in a variety of settings, e.g., schools, child care centres, hospitals, and family support programs. As resources for teaching and research, the School has a child care centre with innovative multi-age programming, a family resource centre which provides leadership in family supports and community development research and practice, and a strong international program. The successful candidate is expected to hold a PhD or EdD in

---

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Assistant Professor in Environmental Planning

The Faculty of Environmental Studies at York University in Toronto invites applications for an entry level tenure stream position in Environmental Planning. The appointment, effective July 1, 2001, will be at the Assistant Professor level.

The vision statement of the programs in planning states in part: "The Faculty of Environmental Studies is hoping to contribute to the future of planning in Canada by charting new directions in sustainable community development and planning. We hope to build on our established strengths, and to delve into emergent fields of planning. This means planning for environmental sustainability, economic justice, and social equity within increasingly diverse human settlements. We hope to educate a new generation of planners to take on challenges of our global society through new and innovative strategies that promote democratic decision-making and a sustainable world."

The successful candidate will be able to teach undergraduate and graduate courses in planning processes, planning theory, environmental planning, and participation in planning. S/he will do research and advise students on a broad range of environmental planning issues. Environmental planning in FES suggests a critical perspective, as well as skills and substantive knowledge in the following areas: ecological processes; politics of regional and/or international cultures and contexts; and sustainable community-based planning practices. The successful candidate must be a member of O.P.P.I. or be willing and eligible to become a member. Applicants are expected to have a strong or promising scholarly record, and should hold a PhD degree or have equivalent academic or professional experience. Professional planning experience is an asset.

Applicants should submit a letter discussing their understanding and experience in Environmental Planning, and their qualifications, research and teaching interests as these apply to the above vision statement. Also submit the names, addresses (including e-mail and/or fax numbers) and telephone numbers of three references, a sample of work, and a CV to:

The Environmental Planning Search Committee
Faculty of Environmental Studies
York University
Toronto, Ontario, Canada, M3J 1P3
Fax: (416) 736-5679
E-mail: FEShires@yorku.ca.

The deadline for receipt of applications is **January 3, 2001**. Information about the Faculty of Environmental Studies can be found at http://www.yorku.ca/fes

For many years, York University has had a policy of employment equity including affirmative action for women faculty. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The Faculty of Environmental Studies welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be obtained by calling the Affirmative Action Office at (416) 736-5713.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ASSISTANT PROFESSOR

POLITICAL SCIENCE PROGRAM

The Political Science Program of the University of Northern British Columbia invites applications for a tenure-track appointment at the rank of Assistant Professor. It is expected the successful candidate will commence employment on or about July 1, 2001.

The successful candidate should have teaching experience in Canadian Politics, Political Theory, and Public Policy. Preference will be given to those with research and teaching interests in one or more of the following fields: Resource and Environmental Policy, Aboriginal Policy, Northern Policy, Local Government and Community Studies, Statistics and Research Methodology.

Applicants should have completed a PhD, demonstrate a record of teaching excellence, pursue an active program of scholarly research, and have an interest in community participation.

Please forward your curriculum vitae, a statement of teaching philosophy, a copy of one publication, and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Paff, Vice President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: **Dr. Alex Michalos, Professor and Chair of the Political Science Program; Tel: (250) 960-6697. Fax: (250) 960-5544. Email: michalos@unbc.ca.**

The application deadline for this position is November 30, 2000.

For more information, visit our Web site: **www.unbc.ca**

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, visible minorities, persons with disabilities and aboriginal persons.

Simon Fraser University
Dean
Faculty of Applied Sciences

Simon Fraser University invites applications and nominations for the position of Dean of Applied Sciences. The position is for a term of five years beginning September 1, 2001.

The Faculty of Applied Sciences includes the Schools of Computing Science, Engineering Science, Kinesiology, Communication, and Resource Environmental Management plus the Resource Management Program, and the Centres for Systems Science and Policy Research on Science and Technology. There are currently 108 FTE faculty members, 1993 undergraduates, and 368 FTE graduate students.

With its distinctive campuses on Burnaby Mountain and at Harbour Centre in downtown Vancouver, the University enrols some 1,900 FTE graduate students and 13,800 FTE undergraduates. The operating budget is $181 million and the annual value of research grants and contracts is $29 million. Simon Fraser is widely regarded as one of Canada's best and most innovative comprehensive universities, committed to excellence in teaching and research.

Because the Faculty includes programs spanning the natural and social sciences, it is important that its Dean be an experienced and dynamic person with the background, interests, and motivation to occupy a leadership position in a diverse organization. The Dean will be expected to guide the faculty in fulfilling its commitment to teaching, research, and service at various communities. The Dean will hold an academic position as Professor in one of the component parts of the Faculty.

Nominations and applications, including a current curriculum vitae and the names of at least three appropriate referees, should be submitted, in confidence, by **January 5, 2001**, to: **Dr. John Waterhouse, Vice-President, Academic, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6**.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and residents of Canada.

Simon Fraser University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of the visible minorities, aboriginal persons, and persons with disabilities.

Further information about the University can be found on the World Wide Web at http://www.sfu.ca.

child development and/or special education. The individual should have extensive teaching experience at the university level, a proven track record in research and publication related to family and early childhood studies. Applicants should submit their curriculum vitae by February 23, 2001 to June Pollard, Director, School of Early Childhood Education.

UNIVERSITÉ DE MONTRÉAL — Faculté des arts et des sciences — psychoéducation. L'École de psychoéducation de la Faculté des arts et des sciences de l'Université de Montréal recherche une professeure ou un professeur adjoint (ou agrégé récemment promu) en psychoéducation. Fonctions : enseignement et recherche dans l'étude des facteurs reliés à l'inadaptation psychosociale des enfants ou des adolescents, de même que des moyens de prévention et de traitement de ces jeunes et de leurs familles. Pour plus d'informations sur l'École de psychoéducation, visitez le site: www.fas.umontreal.ca/psy/ecol/ Exigences : Détenir un PhD dans une discipline pertinente. Formation ou expérience professionnelle en psychoéducation souhaitable, stage postdoctoral souhaitable. Bon dossier de publications. Expérience d'enseignement. Traitement : Université de Montréal offre un salaire concurrentiel jumelé à une gamme complète d'avantages sociaux. Date d'entrée en fonction : le 1er juin 2001. Les personnes intéressées doivent faire parvenir leur curriculum vitae accompagné d'une copie de leur dossier académique et de leurs publications, ainsi que les noms et adresses de trois personnes susceptibles de fournir des lettres de recommandation, au plus tard le 8 janvier 2001, à : M. Claude Gagnon, directeur, École de psychoéducation, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Québec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

ENGINEERING

CONCORDIA UNIVERSITY — The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure track faculty position at the Assistant or Associate Professor level in Design and Manufacturing, starting June 2001. The Department offers BEng, MEng, MASc, and PhD programs and has a well established and well funded faculty research activity. The Department also has three strong research centers with focus on Industrial Control, Vehicle Engineering and Composites. Recently, the Canadian Foundation for Innovation and the Quebec Government have jointly awarded major funding to Concordia University for an Interdisciplinary Research Facility for the Innovative Applications of Information Technologies. Candidates should have a Bachelor's and a PhD degree in Mechanical Engineering with a strong background in Mechanical Engineering Design and Manufacturing. Knowledge of state of the art tools and concepts in the field are considered essential. Industrial experience will be an asset. Candidates must be eligible for professional registration in the Order of Engineers in Quebec or in another Canadian province. Knowledge of French is an asset. The successful candidate will be required to teach both undergraduate courses including those in Mechanical Engineering Design and Manufacturing and graduate courses in Mechanical Engineering, and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. Applications including detailed curriculum vitae and names of at least three referees, should be sent to Dr. R.B. Bhat, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd West, #H 549, Montreal, Quebec Canada, H3G 1M8, or e-mail at mecheng@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities, and disabled persons.

CONCORDIA UNIVERSITY — The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure track faculty position at the Assistant or Associate Professor level in the area of Fluid Mechanics, Thermodynamics and Heat Transfer, starting June 2001. The Department offers BEng, MEng, MASc, and PhD programs and traditionally has well funded faculty research activity. The Department also has three strong research centers for Industrial Control, Vehicle Engineering, and Composites. Recently, the Canadian Foundation for Innovation and the Quebec Government have jointly awarded major funding to Concordia University for an Interdisciplinary Research Facility for the Innovative Applications of Information Technologies. Candidates should have a Bachelor's and a PhD degree in Engineering with a strong background in the theoretical and computational aspects of Fluid Mechanics, Thermodynamics and Heat Transfer. Industrial Experience is considered an asset. The candidate should demonstrate capabilities in teaching some courses in Thermo-Fluid and in Information Technology areas such as: Fluid Mechanics, Thermodynamics, Heat Transfer, Computational Methods, Object-Oriented Programming and Techniques of Software Engineering. The candidate should show demonstrable capability to conduct independent scholarly research and attract external funding. Eligibility for certification as a Professional Engineer in Quebec or in another Canadian province is essential. Knowledge of French is an asset. Applications including detailed curriculum vitae and names of at least three referees, should be sent to Dr. R.B. Bhat, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, #H-549, Montreal, Quebec Canada, H3G 1M8, or e-mail at mecheng@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons.

THE UNIVERSITY OF WINDSOR — invites applications for tenure-track positions in all areas of Engineering commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566, Fax: 519.971.3622; Email: appteng@uwindsor.ca.

QUEEN'S UNIVERSITY — Mechanical Engineering. Tenure Track Faculty Position in Manufacturing and Materials The Department of Mechanical Engineering in the Faculty of Applied Science, Queen's University, invites applications for a tenure track faculty position Appointment would be at the Assistant or Associate Professor level in the area of manufacturing and materials, commencing July 1, 2001. Applicants must hold a PhD degree in Manufacturing, Materials or Mechanical Engineering, or a related field Queen's University, the provincial government and industry have established a Centre for Automotive Materials and Manufacturing (CAMM). The mandate of CAMM is to advance the competitiveness of the automotive sector in Ontario. It is expected that the successful candidate will conduct research in an area of interest to CAMM. Currently, these research areas include joining, rapid prototyping, manufacturing systems and economics, automotive sheet and automotive plastics (camm.queensu.ca). The successful candidate will be required to teach undergraduate and graduate courses, develop curriculum, supervise graduate students, conduct research, interact with industry and make administrative contributions through service to the University, Faculty and Department. Registration as a Professional Engineer in Canada, or eligibility for registration, is an essential qualification. Previous teaching and industrial experience will be an asset. The Department of Mechanical Engineering (me.queensu.ca/mecheng.htm) currently has an enrollment of 350 undergraduates and over 60 graduate students in the M.Sc. (Eng) and PhD programs. Research in the Department is supported by a variety of governmental and industrial organizations, with in excess of $2.5 million in external research funds received in 1999. A new educational initiative is the establishment of an option in Materials Engineering. The Department currently has 28 full-time faculty members. Applicants should send their curriculum vitae, the names of three referees, a statement of teaching and research interests, and three examples of relevant publications to: Dr. A. Pollard, Chair, Appointments Committee, Department of Mechanical Engineering, Queen's University, Kingston, Ontario K7L 3N6. Fax: 613-533-6489. Priority will be given to applications received before December 31, 2000. Applications will continue to be accepted until the position is filled. Queen's University welcomes diversity in the workplace, is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The advertisement is directed to both Canadian and international candidates.

UNIVERSITY OF NEW BRUNSWICK — Department of Chemical Engineering. Applications are invited for a tenure-track faculty position at the Assistant Professor level in the Department of Chemical Engineering at the University of New Brunswick in Fredericton. Candidates should have a PhD in chemical engineering, or a related discipline, and a strong commitment to teaching and research. Industrial experience is desirable although not essential. The strength and motivation of an applicant are regarded as more important than the particular area of research, although the extent to which a candidate's research interests complement and extend the current areas of activity within the department will also be considered. Information about our department can be found at: http://www.unb.ca/che. Candidates should write to the Chair, Department of Chemical Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3, enclosing a full curriculum vitae and the names and addresses of three referees. Closing date for applications: 2000, November 13th or as soon thereafter as a suitable candidate can be found. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WATERLOO — Management of Technology. The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in engineering management, technology and innovation management, or economics of technological change. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references before December 31, 2000, to Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca ; fax: 519-746-7252).

THE UNIVERSITY OF WATERLOO — Associate Director of Software Engineering. The Software Engineering Board invites applications for a five-year, definite-term position as Associate Director at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. The appointment could start as early as January 2001. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The sole of the Associate Director is to help administer the Software Engineering program. Primary duties include teaching, academic advising, organizing study groups, promoting the program, and assuming leadership of a number of administrative tasks. Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Software Engineering. The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. The appointment could start as early as January 2001. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Electrical and Computer Engineering. The University of Waterloo invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters

Assistant Professor — Health Economics

The Centre for Health Economics and Policy Analysis (CHEPA) and the Department of Clinical Epidemiology and Biostatistics (CE&B), McMaster University, seek to fill a 3-year, contractually limited position in Health Economics at the level of Assistant Professor, beginning **July 1, 2001.** McMaster University is consistently ranked as most innovative among Canada's research-oriented universities, with a particularly strong Faculty of Health Sciences. CHEPA is an internationally recognized research centre whose mission is to foster excellence in acquiring, producing, and communicating socially relevant knowledge in the field of health economics and health policy analysis to inform decision making. CE&B is a multi-disciplinary department, with growing strength in health social science research that is internationally respected for the quality and impact of its health services research. There are also opportunities for affiliations with other university departments (i.e. Economics) in keeping with the interests and qualifications of the candidate.

You will be expected to make both graduate and undergraduate educational contributions, show promise in developing e strong program of health economic research that contributes to CHEPA's mission, end make administrative and service contributions in line with the expectations of full-time faculty at the rank of Assistant Professor in CHEPA and CE&B. You must have a Ph.D.. or equivalent in Health Economics.

Please submit a curriculum vitae and three letters of reference, to: ***Jeremieh Hurley, Ph.D., Centre for Health Economics end Policy Anelysis, Heelth Sciences Centre, Room 3H1, McMester University, Hemilton, Onterio L8N 3Z5 Cenede Fax: (905) 546-5211 e-mail: hurley@mcmester.ce Informal inquiries cen be made to seerch committee members Jerry Hurley, Bernie O'Brien (e-mail: obrienb@mcmester.ce) or Julie Abelson (e-mail: ebelsonj@mcmester.ce).***

Deedline for applications is Decsmbar 1, 2000

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

"An equal opportunity employer"

McMaster University

Tenure-Track Position in Applied Mechanics

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Department of Mechanical and Manufacturing Engineering at the University of Calgary invites applications from well-qualified national and international candidates for a tenure-track Assistant Professor position commencing July 1, 2001. This position is for the general field of applied mechanics with expertise in areas such as continuum mechanics, computational mechanics and micromechanics. The applicant must have a PhD in Mechanical Engineering or Manufacturing Engineering or a related area and should be eligible to register as a Professional Engineer in the Province of Alberta. The successful candidate will be expected to establish a strong research program in applied mechanics, attract external funding to support research activities, and supervise graduate students. The candidate will be expected to collaborate with researchers in applied mechanics and in other research groups within the Department as well as outside the Department. Teaching and education is an integral part of this appointment. The selected candidate should demonstrate the capability and the flexibility to teach undergraduate and graduate courses in Mechanical and Manufacturing Engineering as well as teach general engineering courses.

The Department has 28 full-time faculty, 16 support staff and state-of-the-art research and educational facilities. It offers BSc, MSc, MEng, and PhD degrees in both Mechanical and Manufacturing Engineering, and has over 450 undergraduate students and over 70 graduate students. The Department is committed to excellence in research and education. The innovative research programs are well established in Advanced Manufacturing and Design, Applied Mechanics, Biomechanics, Energy, Thermo-fluids, Materials, Mechatronics, Robotics and Controls. Detailed information is available on our Web site at www.eng.ucalgary.ca/mechanical.

The University of Calgary is a public institution with a full-time student population of over 22,000. The City of Calgary has a population of over 850,000 and is the Canadian capital of the energy industry. Calgary, home to the 1988 Winter Olympic Games, is one of the fastest growing high-tech cities in Canada. It is situated within an hour's drive of Banff National Park, one of the most beautiful areas of the Rocky Mountains.

A completed CV with three names of references should be submitted by December 20, 2000 to: **Dr. P. Gu**, Professor and Head, Department of Mechanical and Manufacturing Engineering, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4

In accordance with Immigration regulations, preference will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

THE UNIVERSITY OF BRITISH COLUMBIA

RESEARCH & TEACHING POSITIONS DEPARTMENT OF COMPUTER SCIENCE

The Department of Computer Science at the University of British Columbia is recruiting for several tenure-track or tenured positions. Appointments at the rank of Assistant Professor, Associate Professor and Professor are possible.

One of the University's highest academic priorities is to continue to grow as a leading centre in Computer Science, and outstanding candidates are sought to participate in this effort. Applicants must demonstrate exceptional research potential and teaching ability. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. The Department will consider outstanding applicants over all areas of Computer Science research. The ability of an applicant's research program to complement and extend the existing research strengths of the department will be an important factor in selection. A Ph.D. or equivalent in Computer Science or a related area is required. The positions are available as of 1 July 2001, and salary will be commensurate with experience.

The University of British Columbia is situated on the tip of a peninsula, and is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 20 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city.

Applicants should submit their resume and the names of at least three references to **Nick Pippenger, Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4.** Applications will be accepted until **31 January 2001**. In accordance with Canadian Immigration requirements, this advertisement is addressed in the first instance to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In order to address underrepresentation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications. The positions are subject to availability of funding.

to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Electrical and Computer Engineering. The Department of Electrical and Computer Engineering, at the University of Waterloo, invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca

DALHOUSIE UNIVERSITY — Tenure Track Position in Industrial Engineering. The Department of Industrial Engineering at DalTech (formerly the Technical University of Nova Scotia) invites applications for a tenure-track position at the Assistant Professor level from candidates with outstanding research and teaching abilities in industrial engineering. The Department is particularly interested in receiving applications from candidates with expertise in one or more of the following areas: manufacturing systems, quality control, maintenance and reliability, or facilities design. The successful candidate will have an earned doctorate in industrial engineering or a closely related field. Consideration, however, will be given to candidates who are in the final stages of completing their doctorate. Good teaching capability, strong communication skills, and a research record that complements the department's research program are high priorities for this appointment. Eligibility for registration as a Professional Engineer with the Association of Professional Engineers of Nova Scotia (APENS) or another Canadian province is essential; industrial experience would be considered an important asset. Duties will include teaching at both the undergraduate and graduate levels. The tentative start date for this appointment is July 1, 2001. The Department of Industrial Engineering at DalTech offers accredited BEng, MEng, MASc, and PhD programs in Industrial Engineering. Current enrolment is approximately 120 undergraduate and 20 graduate students. Department members are active in a wide range of research activities in industrial engineering and enjoy strong external support for their programs of research. Because cooperative education is an important feature of the undergraduate program, the Department has a strong relationship with local industry. Please see www.dal.ca/~iewebs for details and additional links. Dalhousie University is a full service university with a student population of 12,500. The Faculty of Engineering is located on the DalTech campus in downtown Halifax. Halifax, the capital of Nova Scotia and Atlantic Canada's largest city, is a beautiful seaport with a population of 300,000. It is a popular tourist destination, the home of seven universities, and the site of major federal and provincial institutions, including several research centres. Housing in Halifax is affordable, entertainment is readily available, and the city and environs are welcoming. Nova Scotia provides abundant opportunities for both marine and land-based recreation. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible people, and women. Review of applications will begin on December 1, 2000 and continue until the position is filled. Applications, including a curriculum vita and the names of three referees, should be submitted to: The Chair, Search Committee, Department of Industrial Engineering, DalTech, Dalhousie University, PO Box #1000, Halifax, Nova Scotia, Canada B3J 2X4 E-mail: Industrial.Engineering@Dal.ca

THE UNIVERSITY OF ALBERTA — The Department of Electrical and Computer Engineering. University of Alberta is seeking new tenure track faculty members at all levels. The Department currently has 41 faculty members and will be expanding to 53 over the next 2 years. Eleven faculty positions are available in the current competition. Two new buildings currently under construction, including a full microfabrication facility, will serve the future teaching and research needs of the Department. Information regarding Department programs, faculty and facilities can be found at http://www.ee.ualberta.ca. Candidates must have earned a PhD (or expected) and have a strong commitment to research and teaching. Industrial experience will be considered an asset. Fields of interest include but are not limited to the following. Areas of specialization in Computer Engineering: Software engineering, design and synthesis; Software/hardware co-design; VLSI design and testing; CAD tools. Computers and communications; Real time and embedded systems; Distributed systems and computer architecture. Areas of specialization in Electrical Engineering: Communications, photonics, wireless systems, RF design and networks. Microelectronics, nanotechnologies and sensors; Power engineering and power electronics; Electromagnetics, lasers and optoelectronics; Digital signal processing and biomedical engineering. Control systems, industrial automation, and robotics. Starting Date: prior to July 1, 2001 is preferred. Applicants are invited to submit their curriculum vitae including employment history, a statement concerning research and teaching interests, reprints of at least two representative research papers and the names of at least three referees to: Dr. C.E. Capjack, Chair, Department of Electrical and Computer Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. The application review process will begin as soon as possible and will continue until the positions have been filled. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta bases on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

YORK UNIVERSITY — Computer Engineering. York University is in the process of establishing new undergraduate programs in Engineering. As part of this expansion, York University invites applications for a number of tenure-track and/or contractually limited term positions in Computer Engineering. Appointments could be made as early as January 1, 2001 but the majority of the positions are expected to be filled by July 1, 2001. For applicants for junior positions, a recent doctoral degree in Computer or Electrical Engineering is required and the applicant must demonstrate strong potential for excellence in research and teaching at both the graduate and undergraduate levels. Applicants for more senior positions must demonstrate an outstanding commitment to research and teaching in Computer Engineering. The Computer Engineering program is housed within the Department of Computer Science at York University, which includes over 30 Faculty members, and is scheduled to move to a new building in Fall 2001. Located in the City of Toronto, York University is the third largest university in Canada. For further information concerning the department see (http://www.cs.yorku.ca). Applications, with curriculum vitae and the names of four references should be sent to: Michael Jenkin, Computer Engineering Search Committee Chair, Department of Computer Science, Faculty of Pure and Applied Science, York University, 4700 Keele Street, Room 126 CCB, Toronto, ON M3J 1P3. Applications should be received by January 15, 2001 for appointments to be made for July 1, 2001. Applications received after January 15, 2001 may also be considered if positions are still available. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The Computer Science Department welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at (http://www.yorku.ca) or a copy can be obtained by calling the Affirmative Action Office at (416) 736-5713. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENGLISH

ST. JEROME'S UNIVERSITY — Department of English. Applications are invited for a tenure track position in English at the level of Assistant Professor to commence on July 1, 2001. The successful candidate will have a PhD in English with specialization in the area of Twentieth Century British and/or Irish Literature. An interest in teaching writing would be an asset. Salary negotiable. With their letter of application, applicants should send a current cv and a writing sample, and should arrange for three letters of reference to be forwarded to Dr. Peter Hinchcliffe, Chair, Department of English, St. Jerome's University, Waterloo, Ontario, N2L 3G3. St. Jerome's University is a liberal arts, Roman Catholic institution federated with the University of Waterloo that emphasizes teaching excellence. Members of the St. Jerome's English Department are eligible to teach in the University of Waterloo's Graduate English Program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Jerome's University is committed to the principles of employment equity. This appointment will remain open until filled.

THE UNIVERSITY OF MANITOBA — The Department of English at the University of Manitoba invites applications for a full-time tenure track position at the rank of Assistant Professor in Victorian Literature beginning July 1, 2001, or soon thereafter (subject to final budgetary approval). We particularly invite applications from persons who have interdisciplinary interests and expertise. Applicants must have completed the PhD by the date of appointment. The successful candidate will be expected to teach a first-year course as well as undergraduate courses in his or her area of specialization, and will be granted a half-course load reduction for the first two years. Staff are eligible to apply to university programs in aid of research, and will receive both a travel and a professional development allowance. Additional duties will include research and department/community service. Salary will be commensurate with experience and qualifications. The Department of English at the University of Manitoba offers M.A. and PhD programs in literature and undergraduate programs in literature, film and theatre. The Department operates a media lab and offers both scholarly and creative thesis options for the M.A. The University of Manitoba is located in Winnipeg, a vibrant city with a highly developed arts and cultural scene, including symphony orchestra, ballet company, and very active writing, film and theatre communities. The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a letter of application, curriculum vitae, teaching dossier and writing sample. We ask that you arrange to have original transcripts of all graduate work and three letters of reference forwarded so they arrive no later than December 1, 2000. Send all materials to: Professor David E. Aanason, Head, Department of English, 625 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V5.

SAINT MARY'S UNIVERSITY — The Department of English invites applications for a full-time, tenure-track position in American literature at the Assistant Professor level starting September 1, 2001. Candidates should also have a strong secondary interest in literary theory. Qualifications for the position include a completed PhD, teaching experience, and a record of scholarship. Applicants should forward a letter of application, a current c.v., a transcript of academic record, and a writing sample to Dr. Wendy R. Katz, Acting Chair, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants should also arrange to have three letters of reference sent to the above address. Applications must be received by January 10, 2000. In accordance with Canadian immigration requirements, this position is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities.

THE UNIVERSITY OF WATERLOO — English. Applications are invited for a tenure track position in the Department of English at the assistant professor level in Nineteenth-Century Non-Dramatic Literature. A PhD in this area and demonstrated strengths in teaching and research are required. Duties will include teaching undergraduate and graduate courses. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 2001. Send resumes, transcripts, writing samples, and letters of reference no later than 1 December 2000 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — English. Applications are invited for a tenure track position in the Department of English at the assistant professor level in Writing and Rhetoric. We are interested in candidates who can contribute to our Rhetoric and Professional Writing programs, particularly in one or more of the following areas: history or theory of rhetoric, history or theory of professional writing, business/technical communication. The successful candidate will teach a large section of a specialized writing course for students in Mathematics or other faculties in addition to undergraduate and graduate courses and supervision in English department programs. A PhD and demonstrated strengths in teaching and research are required. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 2001. Send resumes, transcripts, writing samples, and letters of reference no later than 3 January 2001 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF OTTAWA — Medieval Literature. The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position in Medieval Literature, at the Assistant Professor level, starting July 1st 2001. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, one writing sample, and have three letters of reference forwarded before November 30th, 2000 to: Keith Wilson, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

ENTREPRENEURSHIP

THE UNIVERSITY OF WATERLOO — Eyton Chair in Entrepreneurship. Applications are invited from outstanding individuals for a tenure stream appointment to the Eyton Chair in Entrepreneurship. This appointment can be made at any level, commencing after January 1, 2001, and will be located in the Department of Management Sciences in the Faculty of Engineering. We are seeking someone with a PhD who is capable of teaching, research and graduate supervision in the area of entrepreneurship. The successful candidate is expected to have a strong research focus applicable to technology-based or knowledge-intensive ventures. The Department's current research interests include entrepreneurship, management of technology, behavioural information systems, and applied operations research. Applicants can learn more about the Department at http://mansci2.uwaterloo.ca/. The University of Waterloo is noted for its innovative programs, including the largest co-operative education activity in the world, and for its ability to attract the highest quality students. The University is a Canadian leader in research, and prides itself on close co-operation with industry through co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Toronto and numerous outdoor and indoor recreational activities. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca, fax: 519-746-7252).

ENVIRONMENTAL SCIENCE

UNIVERSITY OF TORONTO AT SCARBOROUGH — Physical Sciences Division. Applications are invited for a tenure track faculty position in Environmental Science at the University of Toronto at Scarborough, Division of Physical Sciences. The appointment, at the Assistant Professor level, would be effective starting July 1, 2001 or as soon as possible thereafter. A completed PhD is expected. The successful candi-

---

Dalhousie University

Faculty of Health Professions
Elizabeth May Chair in Women's Health & the Environment

The Faculty of Health Professions, Dalhousie University, is seeking applications or nominations for the recently endowed Elizabeth May Chair in Women's Health and the Environment. The Chair has been established by a generous and anonymous donor in recognition of Elizabeth May's lifetime work and contribution in creating awareness and understanding of our global environment and human health.

The Chair is located in the Office of the Dean, Faculty of Health Professions, and is housed in the offices of the Maritime Centre of Excellence for Women's Health, a partnership program of Dalhousie University and the IWK Grace Health Centre for Children, Women and Families. The priority focus of the Chair in 2001/02 will be to provide inspirational leadership, through teaching and mentoring, to students, faculty and the general public with respect to the interactions between the environment and women's health.

This is a full-time contract position in the Faculty of Health Professions that reports to the Dean. An academic appointment in a suitable academic unit(s) within the Faculty with cross appointments to other Faculties, i.e. School for Resource and Environmental Studies, Women's Studies, Medicine, Arts and Social Sciences, can be arranged. The successful candidate will be appointed at the Associate Professor/Professor level for a 1 year period, subject to renewal. The position may be awarded as a Visiting Professorship for candidates working in other academic institutions or agencies. In addition to an attractive salary and benefits package, the individual will receive a research establishment grant of $20,000. Supplemental information about the position is available upon request.

The ideal candidate will be an established researcher, practitioner, and/or policy leader in women's health and the environment. S/he will have excellent and inspirational teaching skills, strong communication and team building experience, a proven track record in collaborative research, and demonstrated leadership as a "mentor" to students and new entrants in women's health and the environment. The candidate will be a nationally or internationally recognized "star" in areas pertaining to women's health and environmental studies, and will serve as a role model to new researchers, practitioners and policy makers.

Interested applicants should provide a detailed curriculum vitae and cover letter describing the individual's unique attributes for the position, and the names of three references. Deadline for applications is **January 9, 2001** with the position available July 1, 2001. Applications or requests for further information should be sent to: **Chair, Search Committee for the Elizabeth May Chair in Women's Health and the Environment, Office of the Dean, Faculty of Health Professions, 5968 College St., 3rd Floor, Halifax, NS B3H 3J5,** (902) 494-3327 phone; (902) 494-1966 fax.

In accordance with Canadian immigration requirements, and subject to budgetary approval, this advertisement is directed to Canadian Citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

THE UNIVERSITY OF BRITISH COLUMBIA

HEAD – DEPARTMENT OF HISTORY

The Department of History at the University of British Columbia is seeking to hire a Department Head, at the rank of Full Professor. The Department of History at UBC is one of Canada's finest centres of research and teaching in cultural, social, intellectual, comparative and world history. Working mainly in the fields of Asian, European, Latin American, and North American history, its members educate undergraduate, honours, and graduate students, carry out active and well-funded programs of research, and publish widely in their fields.

The department is seeking an academic with a distinguished research record. Evidence of academic leadership, a commitment to innovative teaching, and strong administrative capacity are also essential. The ideal candidate will help the department take full advantage of new opportunities provided by changing research and teaching environments. He or she will also have insight into how to strengthen interdisciplinary connections within the university among those interested in questions of historical study and research.

The appointment will be taken up on 1 July 2001, subject to final budgetary approval. Persons in any field are encouraged to apply. Applications and curriculum vitae should be sent by **Monday January 15, 2001** to Associate Dean of Arts, **Dr. J. Evan Kreider, Chair of Search Committee, Office of the Dean of Arts, 1866 Main Mall, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z1.** Questions about the appointment may also be directed to Dr. Kreider via e-mail <kreider@arts.ubc.ca> or phone, 604-822-6703.

In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Department of Physics
University of Toronto

Assistant Professor in Theoretical Particle Physics

The Department of Physics plans to make a tenure track appointment to the rank of Assistant Professor with a starting date of 1 July 2001. This position complements two recent appointments in string theory in the University of Toronto Physics and Mathematics Departments, anticipated new appointments in condensed matter theory, and recent appointments in cosmological and high energy astrophysics at the adjacent Canadian Institute for Theoretical Astrophysics.

For this position, we seek candidates with a Ph.D. in Physics and strong proven or potential excellence in both research and teaching, whose interests are in theoretical particle physics. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. The salary will be commensurate with qualifications and experience.

Applications, including a curriculum vitae and three letters of reference, should be sent to:

Professor Henry van Driel, Chair
Department of Physics
University of Toronto
Toronto, Ontario, Canada M5S 1A7

The deadline for the receipt of applications and letters of recommendation is **2 January 2001.**

Although first consideration will be given to citizens and permanent residents of Canada, we strongly encourage all qualified candidates to apply. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

date will have teaching and research interests in Soil Science, with ancillary teaching and research interests in one or more of the following: Geomorphology, Soil Chemistry, Soil or Sediment Contamination/Remediation; Soil Mineralogy. Candidates should send their curriculum vitae, statements of teaching specializations and research interests, and arrange to have letters from three referees forwarded before December 31, 2000 to: Professor James Thompson, Chair, Division of Physical Sciences, University of Toronto at Scarborough, Scarborough, ON M1C 1A4, phone: 416-287-7197, fax 416-287-7204, email: jthompso@scar.utoronto.ca. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

FILM & VIDEO

QUEEN'S UNIVERSITY — The Department of Film Studies seeks applications for a tenure-track position at the rank of Assistant Professor, effective 1 July 2001. Salary will be commensurate with rank and experience. This is the Alliance Atlantis Professorship in Film Studies, a new position for an emerging academic who demonstrates exceptional promise in film and media studies. Applicants should have a PhD in Film Studies or in a related area, with a strong grounding in Film Studies. The successful candidate will be required to teach general courses in film or media at the first- and second-year levels, and more specialized courses at the third- and fourth-year levels. Expertise in African or Asian or Aboriginal cinema, and feminist approaches to scholarship and teaching are regarded as strong assets. The Department of Film Studies has an interest in developing in such areas as postcolonial, gender, and/or queer studies. Applicants are directed to the Queen's Film Studies web site (www.film.queensu.ca) for detailed information about the department, its academic programs and courses, and its activities. This is an international search. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace, and encourages applications from all qualified persons, including women, aboriginal peoples, visible minorities, gay men and lesbians, and people with disabilities. Deadline for applications is 15 January 2001. Please send a letter of application with curriculum vitae, teaching dossier, and the names and addresses of three referees to: Blaine Allan, Head, Department of Film Studies, Queen's University, Kingston, Ontario, Canada K7L 3N6

UNIVERSITY OF REGINA — Department of Film and Video. Applications are invited for a tenure-track appointment in the area of film and video and digital production at the rank of Assistant Professor to commence July 1, 2001. The successful candidate will be expected to teach production classes in film and in video in a BFA programme and carry out creative and research work related to production. Applicants should hold a Masters degree in film and/or media production and have a substantial portfolio of critically reviewed work. Teaching experience and a background in directing, screenwriting, and/or digital media would be an asset. Please submit applications with curriculum vitae, a copy of all university transcripts, a portfolio of relevant work, and the names of three referees who have been asked to send letters by January 31, 2001 to: Kathryn Laurin, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities, and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

FINANCE

CONCORDIA UNIVERSITY — The Department of Finance at Concordia University is seeking, subject to budgetary approval, qualified applicants for tenure-track and visiting positions starting June 1, 2001. Appointments will be made up to the rank of Professor based upon qualifications and experience. Qualifications are a PhD, a strong orientation to academic research and evidence of excellent teaching. For ranks above Assistant, applicants should have a strong research record and relevant experience. The primary areas of interest are Financial Markets, International Finance, Corporate Finance, Investments, and Derivative Securities. Other areas will also be considered. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and Airline MBA Programs is also encouraged. Expertise in the area of aviation management or pharmaceutical management would be an asset. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to two courses per term and to be active in research. The Faculty of Commerce and Administration is accredited by AACSB. Contact. Applications should be submitted by December 15, 2000. Send applications, including a curriculum vitae, a statement of teaching and research interests, teaching evaluations, recent papers and three reference letters to: Dr. Lorne N. Switzer, Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada, Tel.:(514) 848-2960, Fax (514) 848-4500, E-Mail: switz@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons

FINE ARTS

UNIVERSITY OF TORONTO — Art Historian, Medieval Art. The Department of Fine Art invites applications for a tenure stream position at the rank of Associate Professor or full Professor with tenure, to begin July 1, 2001. PhD required, demonstrated excellence in scholarship and teaching. Specialization in medieval art. Salary commensurate with qualifications and experience. Please submit CV and select publications, and arrange to have three letters of reference sent directly to Marc Gotlieb, Chair, Department of Fine Art, 100 St. George Street, University of Toronto, M5S 3G3. Deadline for applications is January 15, 2001. The University of Toronto is strongly committed to diversity within its community. The university especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to diversification of ideas. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO — Department of Fine Art/Graduate Department of the History of Art. Graham/Thompson Chair in Aegean Prehistory. The Department of Fine Art is pleased to announce the creation of the Homer Thompson/Walter Graham Chair in Aegean Prehistory. It invites applications for a position at the rank of Associate Professor or mid-career Full Professor with tenure, to begin July 1, 2001. PhD required, demonstrated excellence in teaching and publication, and ability to supervise graduate students are essential. The incumbent will actively participate in the University's interdisciplinary Ancient Studies Program. Background in Greek and Roman art and culture would be welcome; commitment to fieldwork also an asset. Salary commensurate with qualifications and experience. Please submit CV and select publications, and arrange to have three letters of reference sent directly to Marc Gotlieb, Chair, Department of Fine Art, 100 St. George Street, University of Toronto, M5S 3G3. Deadline for applications is December 15, 2000. The University of Toronto is strongly committed to diversity within its community. The university especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to diversification of ideas. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WATERLOO — Fine Arts. Applications are being accepted for a tenure-track position at the Assistant or Associate Professor level in Painting and Drawing beginning September 1, 2001. This position will involve teaching a combination of undergraduate and graduate level courses, mostly in the area of painting and drawing. The ideal candidate will be an active and recognised participant in the field, with a significant exhibition record and a demonstrated commitment to teaching. He or she will have earned an MFA degree, or have other appropriate and equivalent professional qualifications. In addition to teaching undergraduate courses in this area, the successful candidate will participate in the graduate program by leading a seminar course on contemporary theory and practise, serving as an advisor to graduate students, and participating in critiques of student work. In time, the successful applicant will also be expected to serve the department, on a rotational basis, in various committee and administrative roles, such as advising undergraduate and graduate students. The closing date for applications is January 31, 2001. Send curriculum vita, slides of current work, and the names and contact information for three references to: Professor Art Green, Chair, Fine Arts Department, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF VICTORIA — Faculty of Fine Arts, Department of Visual Arts invites applications for a full-time tenure track faculty appointment at the level of Assistant Professor in the area of Printmaking and Publishing beginning July 1, 2001. Job Description: This position will involve the teaching of graduate and undergraduate students in traditional and digital aspects of printing and printmaking with an emphasis on the possibilities for artists' self-published books. Artists can now produce and publish their own books, catalogues and magazines, and information in this form can also be published on CD-ROM and on-line. Many of these digital techniques are compatible with approaches used in the more traditional printmaking practises, including intaglio, lithography, screen-printing and relief printing. The candidate will be expected to take a leading role in developing the print program and to be involved in general departmental administration. Criteria essential to applicants: The applicant should hold an MFA or equivalent degree, be a practising professional artist, have a significant record of exhibitions/publications and critical reviews, have technical knowledge in digital and traditional areas of printing and printmaking and have an ability to engage in critical debate. The applicant should also have demonstrated competency in administrative and interpersonal skills. Submit letter of application, current curriculum vitae, twenty slides/other documentation, statement of teaching philosophy, and names of three referees. Send application to: Lynda Gammon, Chair, Visual Arts Department, University of Victoria, P.O. Box 1700, Victoria, BC V8W 2Y2; tel: 250-721-8011, web site. http://www.finearts.uvic.ca/visualarts/. Application deadline: January 31, 2001. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

THE UNIVERSITY OF LETHBRIDGE, Faculty of Fine Arts — invites applications for a 3-year term position (convertible to tenure track) at the Assistant professor level to teach multimedia effective July 1, 2001. A PhD, MFA or equivalent terminal degree is required along with a substantial record of professional activity. Industry experience would be an asset. The successful candidate will have a record of excellence in teaching and research/creative work with expertise in the areas of web design, graphic design for print, multimedia production management, and streaming and interactive media. The program requires thirteen core multimedia courses plus three courses from each of the major areas of the Faculty of Fine Arts: art, drama and music. The program is currently being delivered by a team of two full-time professors plus sessionals and is in its second year of development with a restricted intake of 26 students each year. The Faculty of Fine Arts housed in the Centre for the Arts offers degree programs in Art, Drama, Music, and Multimedia within a liberal education context and is the fastest growing unit in the University. For more information about the Faculty and University, and the Multimedia Programme, please contact our website <http://home.uleth.ca/fa/>. Interested candidates are asked to submit a letter along with current CV, documentation of work, statement of teaching philosophy, and names and addresses (including phone and email) of three referees qualified to assess teaching as well as other areas of professional accomplishments to the following address by the closing date November 30, 2000. Dr. Ches Skinner, Dean, Faculty of Fine Arts, The University of Lethbridge, Lethbridge, AB. Canada, T1K 3M4; 403-329-2155; 403-382-7127 (fax); <skinner@uleth.ca>. The University is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

FORESTRY

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Forest Resources Management. Assistant Professor in Forest Operations Applications are invited for a tenure-track position in forest operations at the Assistant Professor level in the Department of Forest Resources Management. The successful applicant is expected to be active in undergraduate teaching, supervising graduate students and conducting research in forest operations. Applicants should have a PhD in forest operations, forest engineering, or a related field. Professional registration with the Association of British Columbia Professional Foresters and/or the Association of Professional Engineers and Geoscientists of British Columbia is a definite asset. Candidates should have expertise in at least one of the following areas: harvest systems, forest roads, transportation systems, and harvesting economics. Preference will be given to candidates with a demonstrated potential for integrating this expertise with the teaching and research goals of the department and faculty. The department has strong teaching and research programs that embrace the full range of forest resources management. The Faculty of Forestry offers undergraduate programs in Forest Operations, Forest Resources Management, Forest Sciences, Natural Resources Conservation, and Wood Processing. We are a diverse faculty with many joint appointments that link us to other faculties on campus. The faculty enjoys a good relationship with the Forest Engineering Research Institute of Canada that is also located on campus. The University manages two research forests, one near Vancouver and one in the central interior of the Province. This position has potential to influence the future management of British Columbia's forests. These forests are rich and varied and critically important to the provincial economy. The opportunity exists for the successful candidate to have a significant impact on forest operations and forest management. Salary and rank are commensurate with experience, and subject to final budgetary approval. The University of British Columbia hires based on merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority is given to Canadian citizens and permanent residents of Canada. A letter of application, curriculum vitae, and the names, addresses and phone numbers of three referees should be sent by 15 January 2001, to: Dr. John Nelson, Acting Head, Dept. of Forest Resources Management, 2045-2424 Main Mall, Vancouver, BC V6T 1Z4 Phone (604) 822-4935, Fax (604) 822-9106

UNIVERSITY OF TORONTO — Faculty of Forestry, Assistant Professor, Wood Science (Fibre Science or Composites). Applications are invited for a tenure-stream position at Assistant Professor rank in the Faculty of Forestry, University of Toronto. Candidates must have a PhD in wood science, forestry or a related discipline. The successful candidate will work as part of a closely-integrated team dedicated to achieving global prominence in innovative wood product development. Candidates should have specialization in fibre science, wood composites/wood adhesives or wood chemical processing, and additional interests in value-added product development, the environmental impact of wood products, life cycle analysis, and forest and product certification would be advantageous. The University of Toronto is a research-intensive university with an international mandate. Excellent research potential is an essential qualification for this position. The successful candidate will have demonstrated this potential by a strong publication record and must show personal commitment to research, to active acquisition of funding support from granting agencies and innovative industrial groups, and the support of a vigorous group of graduate students. A strong interest in innovative teaching and programme development is also an essential qualification. The Faculty of Forestry is a graduate faculty which has a current enrollment of around one hundred students in three programmes. The MScF and PhD are research degree programmes involving courses and thesis research closely linked to the research interests of individual staff members. The Master of Forest Conservation (MFC) is an intensive 15-month degree programme with strong emphasis on field and practical work

McGill

Faculty Position
Department of Mining & Metallurgical Engineering

The Department of Mining and Metallurgical Engineering is currently seeking outstanding candidates for a faculty position in Materials Engineering. This is a tenure-track appointment and will be made at either the Assistant or Associate level, depending upon qualifications and experience.

Applicants should have a Ph.D. in Metallurgical or Materials Engineering or other relevant applied discipline. The candidate should have a strong background in materials processing, and preference will be given to persons with interest in advanced materials. The successful candidate will be expected to teach general undergraduate courses in materials as well as more specialized courses at both the undergraduate and graduate level. Furthermore, they will be expected to build a strong and independent research program in their area of expertise. They should also be eligible to register as a Professional Engineer in this Province.

The Metallurgy section of the Department has a long tradition and strength in metals processing and holds a worldwide reputation in the field. Currently the University is in a mode of growth and has identified Advanced Materials as a strategic area of importance. This has resulted in the recent creation of the interdisciplinary McGill Institute for Advanced Materials that bridges the Faculties of Engineering, Science and Medicine in the area of Materials Science and Engineering at the graduate level. Although a member of the home Department, this will provide an exciting opportunity for the candidate to interact and perform interdisciplinary research with other members of the Institute.

The position is available effective June 1, 2001. Applications, including curriculum vitae, a one page statement of proposed research and the names of at least three referees should be sent by December 15, 2000; however applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

Application should be sent to:
Professor R. A. L. Drew, Chair
Department of Mining and Metallurgical Engineering
M.H. Wong Building
McGill University
3610 University Street
Montreal, QC H3A 2B2 Canada

Canada Research Chairs in Psychology

Faculty of Arts and Science

Concordia University's Faculty of Arts and Science has designated to its Department of Psychology four positions to be filled through the Canada Research Chairs Program. Two positions in Behavioral/Cognitive Neuroscience, one each at the senior and junior level, sponsored by the Canadian Institute of Health Research, will be associated with our Centre for Research in Behavioral Neurobiology (CSBN). Two positions in Human Development, one each at the senior and junior level, sponsored by the Social Science and Humanities Research Council, will be associated with our Centre for Research in Human Development (CRDH).

At least one of the CSBN positions will be in the area of appetitive motivation and/or drug dependence. Other areas of interest include: learning and memory, behavioral neuroendocrinology, and molecular or computational neuroscience.

The CRDH positions can be in any area of human development across the life course from infancy through aging. Particular areas of interest include: social development, cognitive/language development, developmental psychopathology, and development of high risk populations.

Exceptional candidates in all areas related to the two Centres are encouraged to apply. Candidates are expected to have strong ongoing research programs and an excellent record of research productivity consistent with obtaining these Canada Research Chairs awards.

These positions will be filled over the next three academic years, depending on the prior commitments of the applicants. Applications must include a curriculum vitae, a statement of teaching and research objectives and three letters of reference. Neuroscience applications should be forwarded to Dr. Peter Shizgal, Director of CSBN. Human development applications should be forwarded to Dr. Lisa Serbin, Director of CRDH.

c/o Department of Psychology
Concordia University
1455 de Maisonneuve Blvd. West
Montreal, Quebec H3G 1M8
Canada

Review of applications will begin on December 1 and will continue until the positions have been filled.

For further information about Concordia University's Faculty of Arts and Science and the Department of Psychology, visit us on the web at **http://artsandscience.concordia.ca**.

Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Concordia UNIVERSITY

Real education for the real world

www.concordia.ca

Assistant Professor
First Nations, School of Social Work

The University of Victoria, School of Social Work, invites applications for a First Nations Tenure-Track Assistant Professor. The School is introducing a First Nations Specialization which provides the opportunity for First Nations students to prepare for leadership roles as helpers in First Nations communities. The School is committed to developing relevant First Nations curricula and access to social work education for First Nations students. It fosters an analysis of power differences related to gender, age, race, ethnicity, religion, ability, and sexual orientation, and is committed to empowerment based on equity, community change and adult education principles.

The teaching responsibilities of this position are flexible and would be chosen from any number of courses in First Nations social work practice and policy, child welfare, substance misuse, practice with people with disabilities, and field practice. This position involves academic advising in First Nations students enrolled in various BSW degree program modes, a leadership role in the ongoing development of policies and other areas of social work education relevant to First Nations peoples, and collaborative work with Aboriginal groups in BC to develop responsive social work education programs.

Qualifications: A graduate degree in Social Work or a related discipline (complete or in process), intimate knowledge of and practice experience with Aboriginal peoples, preferably in BC, teaching experience preferred; and, good standing in their community.

The salary floor for an Assistant Professor in 1998/1999 is $45,000.00

For further information or enquiries please call: Robina Thomas (250) 721-6298 email: robinat@uvic.ca or Professor Andrew Armitage, Director (250)721-8333 email: armitag@hsd.uvic.ca

Please submit a letter of application, resume and the names and addresses of three referees to: **Professor Andrew Armitage, Director School of Social Work, University of Victoria, P.O. Box 1700, Victoria, BC V8W 2Y2**, Fax. (250)721-6228; www.hsd.uvic.ca.

Deadline for applications: **December 15th, 2000**

In accordance with the University's Equity Program and Section 42 of the B.C. Human Rights Code, consideration for this position will be limited to Aboriginal peoples. The University of Victoria is an equal employment and First Nations candidates are requested to self-identify.

UVic UNIVERSITY OF VICTORIA

both in Canada and abroad. A new programme, Master of Wood Engineering, is currently being introduced in collaboration with the Faculty of Applied Science and Engineering. This programme will involve close interaction with the forest products industry. The successful candidate will be expected to play a major role, both in this new programme, and through teaching and supervision, in the MScF and PhD programmes, with some limited involvement in the MFC programme. The Faculty of Forestry is also responsible for two undergraduate programmes, a BSc in Forest Conservation Science and a BA in Forest Conservation, taught in the Faculty of Arts and Science, and the successful candidate will be expected to make a limited contribution to these programmes. The appointment will be effective July 1st, 2001, or as soon as possible thereafter. Salary will be commensurate with qualifications and experience, and subject to periodic increases in accordance with agreements between the university and the University of Toronto Faculty Association. In accordance with its Employment Equity Policy, the University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. Enquiries about the Faculty of Forestry and this position are welcomed; information may also be obtained from our web site at http://www.forestry.utoronto.ca. In accordance with Canadian immigration requirements, this advertisement is directed to citizens or permanent residents of Canada. Applications accompanied by a detailed curriculum vitae should be submitted by mail or electronically before November 30th 2000. Applicants should also arrange for three referees to send letters of reference at the same time to: Professor Raike Bryan, Dean, Faculty of Forestry, University of Toronto, 33 Willcocks Street, Toronto, ON M5S 3B3 or joan.bunyan@utoronto.ca.

FRENCH

THE UNIVERSITY OF WINDSOR — invites applications for several positions in French Language and Literature commencing July 1, 2001. For details visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Susan Windt-Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel. 519 253-3000, Ext. 2873; Fax. 519 971-3648; Email: swh@uwindsor.ca.

THE UNIVERSITY OF WESTERN ONTARIO — Le Département de français est à la recherche d'une professeure ou professeur adjoint-e en linguistique ayant une expertise dans au moins deux des domaines suivants: syntaxe, phonologie, théorie de l'acquisition, morphologie, linguistique appliquée, théorie de la traduction. Le dossier idéal inclura un doctorat, une expérience d'enseignement et un excellent dossier de publications. La personne nommée jouera un rôle important dans les programmes de premier, deuxième et troisième cycles, à l'intérieur du Département de français et dans un programme interfacultaire de linguistique. Cette personne fera preuve de suffisamment de souplesse pour être en mesure d'enseigner à des grands groupes ainsi qu'à des petits séminaires, et ce en français ou en anglais. Les candidat-es auront une parfaite maîtrise du français et de l'anglais ainsi qu'une aptitude à travailler en équipe. Date d'entrée en fonctions: le 1er juillet 2001. Ce poste est sujet à approbation budgétaire et peut mener à la permanence. Veuillez envoyer un curriculum vitae avec les noms de trois répondant-es pouvant fournir des références, au Dr. Clive Thomson, Directeur, Département de français, The University of Western Ontario, London, Ontario N6A 3K7, avant le 15 novembre 2000 (dossier de candidature acceptées par courriel électronique: cthomson@julian.uwo.ca). Conformément à la loi canadienne sur l'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. The University of Western Ontario s'engage à respecter l'équité en matière d'emploi. Pour promouvoir la diversité dans le lieu de travail, elle encourage toute candidature provenant de personnes qualifiées, y compris les femmes, les membres de minorités visibles, les autochtones, et les personnes handicapées.

UNIVERSITÉ DE TORONTO — Le Département d'Études françaises sollicite des candidatures pour un poste de professeur(e) adjoint(e) menant à la permanence. Domaine: linguistique, acquisition/enseignement du français langue seconde, nouvelles technologies. Description du poste. Enseignement dans les programmes du département aux trois cycles, encadrement d'étudiants/d'étudiantes de 2e et de 3e cycles. Exigences: doctorat en linguistique ou équivalent; expérience de l'enseignement du français langue seconde, experience ou intérêt dans le domaine des nouvelles technologies (CALL). Excellente connaissance de la langue française. Expérience de la recherche universitaire. Dossier de publications et aptitude au travail en equipe. Traitement: selon expérience et qualifications. Date d'entrée en fonction: 1er juillet 2001. Prière de faire parvenir un cv accompagné de vos publications, vos évaluations d'enseignement et de trois lettres de recommandation avant le 8 janvier 2001 à Monsieur Brian McMillen, directeur intérimaire, département d'Études françaises, Université de Toronto, Odette Hall, 50 rue St. Joseph, Toronto, Ontario, M5S 1J4. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université de Toronto respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles et de personnes handicapées, ainsi que toute autre personne ayant les titres et les qualifications exigés.

THE UNIVERSITY OF WATERLOO — The Department of French Studies invites applications for a tenure-track appointment at the rank of Assistant Professor beginning July 1, 2001. The required qualifications are: PhD in French with a specialization in the area of contemporary French literature and French Cultural Studies. Special consideration will be given to candidates with knowledge of information technology and its application. The Department seeks an active researcher with excellent teaching credentials. Duties include teaching at the undergraduate and graduate level and supervising graduate students. Applicants should consult the web page for information about the Department at: www.uwaterloo.ca/fren. Applications accompanied by a curriculum vitae and the names and addresses of three referees should be sent by December 31, 2000 to P.G. Socken, Chair, Department of French Studies, University of Waterloo, Waterloo, ON N2L 3G1 Canada; fax: 519-725-0554. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITÉ DE MONTRÉAL. Le Département d'études françaises de la Faculté des arts et des sciences de l'Université de Montréal recherche deux professeures ou professeurs adjoints, un en littérature des femmes et l'autre en littérature québécoise. Fonctions: enseignement dans les programmes du département aux trois cycles; encadrement d'étudiants de 2e et de 3e cycles; activités de recherche. Exigences: Détenir un doctorat en littérature dans les domaines visés par ces postes, excellente connaissance de la langue française; dossier de recherche et publications. Traitement: l'Université de Montréal offre un salaire concurrentiel jumelé à une gamme complète d'avantages. Date d'entrée en fonction: 1er juin 2001. Les personnes intéressées doivent faire parvenir leur curriculum vitae accompagné de leurs publications et de trois lettres de recommandation, au plus tard le 1er décembre 2000, à : Mme Lise Gauvin, directrice, Département d'études françaises, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Québec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

GEOGRAPHY

THE UNIVERSITY OF MANITOBA — The Department of Geography at the University of Manitoba invites applications for a full-time tenure-track appointment, which is subject to final budgetary approval, at Assistant Professor rank in Geographic Information Systems (GIS) and Human Geography. The appointment will begin on July 1, 2001 or soon thereafter. The successful candidate must have a PhD in Geography or related discipline by the commencement of the appointment. Candidates should have a strong background in applications of GIS to a field of contemporary human geography, such as (but not limited to) population geography, economic geography, social geography, urban geography, medical geography, and resource management. The successful candidate would be expected to teach undergraduate and graduate courses in human applications of GIS, research methods, and topics in human geography based on his/her area of expertise. Candidates must have a strong commitment to teaching and applied research in human geography. The successful candidate may participate in the Centre for Earth Observation Science (CEOS), a level-1 teaching and research facility located within the Department. Currently CEOS has three teaching and research laboratories based on distributed Windows, NT, UNIX and Mac OS based computer platforms. CEOS is funded by grants, contracts and a baseline contribution from the Faculty of Arts, and conducts research programs on four different continents. Currently, CEOS has over 20 graduate students at the Master's and PhD levels. Salary will be commensurate with experience and qualifications. Start-up funds will be supplied to the successful candidate through the Faculty of Arts. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and people with disabilities. In accordance with Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Applications, curriculum vitae, and three letters of reference should be sent to: William Norton, Acting Head, Department of Geography, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Phone: (204) 474-9681; Fax (204) 474-7699. Email: norton@ms.umanitoba.ca. Deadline for applications: December 31, 2000.

MCGILL UNIVERSITY — Department of Geography. Applications are invited for a tenure-track position at the Assistant Professor level in Urban Geography, beginning in September 1, 2001. Applicants must possess a PhD or expect to graduate by summer, 2001, have demonstrated research excellence and excellent teaching and communication skills. He or she will be expected to teach at the undergraduate and graduate levels and to develop a vigorous research program, embracing graduate student supervision. Montreal, unique in its cultural encounters, is one of the most dynamic and liveable cities in North America. There are excellent opportunities for collaboration within the department and with other units, including the School of Urban Planning, the School of Environment, and the Institute for the Study of Canada at McGill. INRS-Urbanization and three neighbouring universities. Information on McGill and the Department of Geography can be found at www.mcgill.ca and www.geog.mcgill.ca. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Candidates should ensure their curriculum vitae, statements of teaching specializations and research interests, up to three reprints and three confidential letters of recommendation are received before December 15, 2000 by: Dr. Tim Moore, Chair, Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6. Phone: 514 398-4112; fax: 514 398-7437; email: chair@geog.mcgill.ca.

UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning. University of Toronto invites applications for three positions commencing July 1st, 2001 in the following areas: 1) A tenure-stream position at the Assistant or Associate Professor rank in Urban Social Geography. The appointee would be expected to contribute to graduate teaching and supervision and undergraduate teaching in a combination of fields, including urban geography, population, social diversity, gender studies and immigration, as well as research methodology. Areas of regional expertise are open, but an interest in North American urbanization is desirable. 2) A tenure-stream position at the Assistant Professor rank in Physical Geography. We seek candidates with expertise in landscape processes and/or evolution with special interest in soil science or geomorphology. Modeling using a field and laboratory approach would complement the Department's considerable strength in these areas. The successful candidate will be expected to develop an externally funded research program and undertake graduate supervision and teaching. Teaching at the undergraduate level will be in both B.Sc. and B.A. programs. For each of the above, the successful candidate must have a PhD in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching. 3) A teaching-stream position at the Lecturer rank in Geographic Information Systems. Under university policy, appointees to teaching stream positions may be eligible for a continuing appointment after five years. The successful candidate will direct development of GIS teaching and laboratory components in our undergraduate and graduate programs that cover all aspects of geography, planning and urban design. Responsibilities include teaching introductory GIS and participation in cross-disciplinary GIS teaching and research initiatives within the Faculty of Arts and Science. The successful candidate will have graduate training in Geography and GIS, at least to the Master's level and preferably to PhD, and some teaching experience. Applications should be accompanied by a file explaining the form, content and methods of this teaching experience. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send their curriculum vitae, statements of teaching specializations and research interests, copies of reprints, as well as arrange to have letters from three referees forwarded, before November 15th, 2000 to: Professor Joseph Desloges, Chair, Department of Geography & Programme in Planning, University of Toronto, 100 St. George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3. Please note that no email applications will be accepted.

GERMAN

THE UNIVERSITY OF WATERLOO — Germanic and Slavic Languages and Literatures. Assistant Professor of German, full-time, tenure-track, beginning September 1, 2001. The successful candidate must have a PhD or equivalent in hand by date of appointment, fluency in German and English, and a strong commitment to research and teaching, course design and supervision at the undergraduate and graduate levels. Knowledge of Russian and ability to work in Slavic languages a definite asset. Desired expertise and interest in one or more of the following areas: second language acquisition, CAI, education and industrial software applications, graduate instructional training. The salary range is commensurate with qualifications and experience. The current floor for Assistant Professor is $41,116. Closing date for applications is December 15, 2000. Send inquiries or resumes to: Professor David G. John, Chair, Department of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, Ontario N2L 3G1 Tel. 519-888-4567, ext. 3684, Fax 519-746-5243; e-mail: djohn@watarts.uwaterloo.ca. Canadians and Permanent Residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

HEALTH STUDIES & GERONTOLOGY

THE UNIVERSITY OF WATERLOO — Health Informatics. The Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo, has available a tenure-track position in health informatics. This position is currently funded through a 5-year Partnership award from the Canadian Institutes for Health Research (CIHR), but the University has committed to on-going support of that position at the end of CIHR's funding period. The Faculty of Applied Health Sciences aims to establish a research centre and graduate program in health informatics in collaboration with the Department of Computer Science, the Department of Statistics and Actuarial Science, and with other Canadian universities. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both funded research and teaching at the undergraduate and graduate level. Examples of the areas of expertise of particular interest for this position are: health information management, performance measurement, health indicators, health services research, application of the Internet to epidemiology and public health, health data mining, evaluation of information and Internet tools in health promotion and health services, and telehealth. The appointment will be made at the Assistant Professor level. We expect the appointment to occur by July 1, 2001. Send Curriculum Vitae (including a statement of teaching and research interests accompanied by two research articles) and three letters of reference by December 15, 2000 to Dr. Patricia Wainwright, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability of funds.

EXCELLENCE INNOVATION DISCOVERY

Faculty Positions

Recognized as a leader in innovative education for women, Mount Saint Vincent University is a dynamic, challenging and welcoming environment. Approximately 4,000 women and men from across Canada and around the globe take advantage of its personalized approach and distinctive programs. We invite you to join us in furthering the university's strategic directions identified in Blueprint 2000:

- become an outstanding institution
- attract excellent students
- ensure student success through commitment to personalized education
- advance our reputation internationally
- be in the vanguard of distance learning
- excel in progressive partnerships

Subject to budgetary approval, the following tenure track positions will be filled, normally at the beginning Assistant Professor level, for July 1, 2001. Applicants should hold a doctorate in an appropriate field (or be near completion of degree). Evidence of research competency is expected. Teaching experience at the university level would be an asset. Salary and benefits are in accordance with the Mount Saint Vincent Collective Agreement.

Business Administration and Tourism & Hospitality Management

Specialization in food service management or accommodation sector in tourism industry or institutional food service. Applicants must have competence in teaching, evidence of scholarly productivity and the potential to secure external funding; active membership and service in appropriate professional associations required.

Prof Ned Kelleher, Chair, Department of Business Administration and Tourism & Hospitality Management
Ned.Kelleher@MSVU.Ca.

Philosophy/Religious Studies

Specialization in non-western philosophy and religion. Applicants should have the ability to teach core courses in philosophy (highlighting non-western perspectives), the non-western segment of World Religions courses, and other courses in philosophy and/or religion related to their academic preparation.

Dr. Randi Warne, Chair, Department of Religious Studies
Randi.Warne@MSVU.Ca.
Dr. John Schellenberg, Chair, Department of Philosophy
John.Schellenberg@MSVU.Ca

Psychology: two positions

1. Applicants with a focus in child development are encouraged.
2. Area of specialization is open.

Expertise in quantitative methods and applied or clinical skills would be assets for either position. Three letters of reference and brief statements of teaching and research interests should accompany the cv.

Dr. Fred Harrington, Chair, Department of Psychology
Fred.Harrington@MSVU.Ca.

Education: three positions

1. Specialization in Mathematics education. Applicants should have research publications and the ability to teach elementary mathematics education courses at the undergraduate and graduate levels.

Preference will be given to candidates with teaching experience at the elementary level. Ability to teach courses in another area — e.g. educational technology — is an asset.

2. Specialization in Elementary education. Preferred candidates will have expertise in two of the following areas: elementary science, elementary mathematics, philosophy of education, educational technology. Duties will include teaching undergraduate and graduate courses in elementary education.
3. Specialization in teaching secondary English methods courses to B.Ed. Students; teaching graduate courses in Literacy Education, supervising graduate students; conducting an active program of professional inquiry and publication. Applicants should have secondary school teaching experience and background in at least two of the following areas: language/literacy, arts-based education, curriculum theory, cultural studies.

Applicants in all three positions may be required to teach in off-campus programs.

Dr. Andrew Manning, Chair, Department of Education
Andrew.Manning@MSVU.Ca.

History

Specialization in European/Women's History. Applicants should have the ability to teach a wide range of courses at the undergraduate level, and be conversant with issues of gender in history.

Dr. Brook Taylor, Chair, Department of History
Brook.Taylor@MSVU.Ca.

Please forward all applications to the department chair listed above, either by email or by mail to Mount Saint Vincent University, Halifax, NS B3M 2J6 before **December 15, 2000**. Unless specified otherwise, applications should include curriculum vitae and names of three referees.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT SAINT VINCENT UNIVERSITY

Excellence • Innovation • Discovery

HISTORY

CARLETON UNIVERSITY — Department of History. Subject to budgetary approval, the Department of History at Carleton University invites applications for a tenure-track appointment in modern and contemporary German history at the Assistant Professor level, effective 1 July 2001. The successful candidate will be expected to teach courses on modern and contemporary Germany as well as courses in modern European history. The Department is seeking candidates whose work demonstrates scholarly promise plus a strong commitment to undergraduate teaching. The minimum qualification is a completed PhD. Applications, including a curriculum vitae and three letters of reference, should be sent to: Prof. E. Peter Fitzgerald, Chair, Department of History, Carleton University, F125 Colonel By Drive, Ottawa, ON K1S 5B6, Canada. The deadline for receipt of applications is 15 December 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Candidates may learn more about the Department by visiting its website at www.carleton.ca/history/ or by contacting the Chair at peter_fitzgerald@carleton.ca.

THE UNIVERSITY OF KING'S COLLEGE — invites applications for a tenure-track appointment in Early Modern Studies at the rank of Assistant Professor commencing July 1, 2001. The University of King's College is a small liberal arts university on the campus of Dalhousie University with which it offers joint degrees in arts and sciences. The successful candidate will have a PhD (or be near completion) and strong teaching and research interests in the Early Modern Period (up to the early nineteenth century), specifically the interdisciplinary study of social, moral, political and historical thought; the ability to teach in the late modern period will be an asset. The candidate will be expected to create and teach new undergraduate courses in an interdisciplinary combined honours programme, devoted to the study of Early Modern European culture, offered jointly by the University of King's College and Dalhousie University Applications, including a curriculum vitae, three letters of reference and a writing sample should be sent to: Dr. Neil Robertson, Director, Early Modern Studies Programme, University of King's College, Halifax, NS B3H 2A1; further inquiries can be directed to: Neil.Robertson@ukings.ns.ca. Closing date for applications: January 8, 2001. In accordance with Canadian immigration requirements, priority of consideration will be given to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer. This appointment is subject to budgetary approval.

THE UNIVERSITY OF KING'S COLLEGE — invites applications for a tenure-track appointment in the history of science and technology at the rank of Assistant Professor commencing July 1, 2001. The successful candidate will have a PhD (or be near completion) and strong teaching and research interests in the interdisciplinary study of science and natural philosophy, specialising in the Scientific Revolution and early modern science. The candidate will be expected to create new undergraduate courses in the interdisciplinary History of Science and Technology Programme offered jointly by the University of King's College and Dalhousie University. The ability to teach classes in the history and philosophy of modern science will be considered an asset. Applications, including a curriculum vitae, three letters of reference and a writing sample should be sent to: Dr. Gordon McOuat, Interim-Director, History of Science and Technology Programme, University of King's College, Halifax NS B3H 2A1. For further information, email gmcouat@is.dal.ca. Closing date for applications: January 8, 2001. In accordance with Canadian immigration requirements, priority of consideration will be given to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer. This appointment is subject to budgetary approval.

SIMON FRASER UNIVERSITY — Modern German History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in Modern German History. Preference will be given to candidates with a research specialty in international history. The position will begin in September 2001. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 24, 2000. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6; Fax: (604) 291-5837.

SIMON FRASER UNIVERSITY — 19th – 20th Modern French History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in Modern French History (since 1789). The position will begin in September 2001. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 24, 2000 Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6; Fax: (604) 291-5837.

UNIVERSITY OF CALGARY — The Department of Greek, Latin & Ancient History, University of Calgary invites applications for a tenure track assistant professor appointment in the area of Greek and/or Roman Social (including socio-economic) History. This is a re-advertisement of the position advertised in 1999 – 2000 and is now an international search. The successful candidate will be expected to take up the appointment by July 1, 2001. The appointment aims to consolidate existing departmental strengths in the area of social history. It requires a PhD degree, demonstrated capacity for teaching and research, and an ability to provide direction in the delivery and development of our programmes. This expanding Department has a vigorous record of research, teaching and community outreach, and currently maintains nine continuing positions, several regular sessional appointments, and the active cooperation of emeritus and adjunct staff. It maintains about 2500 course enrolments per year, an MA programme, and sixty undergraduate majors in Classical Studies, Classical & Early Christian Studies (jointly with the Department of Religious Studies), and Ancient & Medieval History (jointly with the Department of History). Library and teaching resources are substantial. The Nickel collection of some 15,000 ancient coins is housed in the University's Nickel Arts Museum. For full information see www.ucalgary.ca/. Applications should include a Curriculum Vitae, evidence of teaching accomplishment, and at least one sample of recent research work. Confidential letters from three referees are required. Applications and references should be sent by December 1, 2000 to: Professor Peter Toohey, Head, Department of Greek, Latin & Ancient History, University of Calgary, 2500 University Drive NW, Calgary, AB T2N 1N4 Ph: (403) 220-5537; E-mail ptoohey@ucalgary.ca. Queries concerning this position will be welcomed at any time. Non-Canadian candidates will be considered for this position along with Canadian applicants. The Department is strongly committed to increasing the representation of women in its continuing faculty. The University of Calgary respects, appreciates and encourages diversity.

MCMASTER UNIVERSITY — Labour Studies Programme. A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment, commencing July 1, 2001, will initially be for three years with the possibility of renewal. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. The successful candidate will also be expected to participate with other faculty in the development of online support modules for our undergraduate courses. A PhD or ABD is preferred, although candidates with MAs and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home page at www.socsci.mcmaster.ca/~laborst/. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange for have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is January 15, 2001.

HISTORY & PHILOSOPHY OF SCIENCE

THE UNIVERSITY OF KING'S COLLEGE — invites applications for a tenure-track appointment in the history of science and technology at the rank of Assistant Professor commencing July 1, 2001. The successful candidate will have a PhD (or be near completion) and strong teaching and research interests in the interdisciplinary study of science and natural philosophy, specialising in the Scientific Revolution and early modern science. The candidate will be expected to create new undergraduate courses in the interdisciplinary History of Science and Technology Programme offered jointly by the University of King's College and Dalhousie University. The ability to teach classes in the history and philosophy of modern science will be considered an asset. Applications, including a curriculum vitae, three letters of reference and a writing sample should be sent to: Dr. Gordon McOuat, Interim-Director, History of Science and Technology Programme, University of King's College, Halifax NS B3H 2A1. For further information, email gmcouat@is.dal.ca. Closing date for applications: January 8, 2001. In accordance with Canadian immigration requirements, priority of consideration will be given to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer. This appointment is subject to budgetary approval.

HUMANITIES COMPUTING

THE UNIVERSITY OF ALBERTA — The Faculty of Arts, University of Alberta, invites applications for two full-time continuing positions, one at the senior Full Professor level (Competition 1) and one at the Assistant Professor level (Competition 2), in the area of humanities computing. These positions will complement existing strengths and serve to move us forward in the highly specialized areas of teaching and research in text-based computing in the liberal arts. Both positions will involve teaching and research responsibilities in humanities computing. A full description of these positions and information about the Faculty's new MA Program in Humanities Computing may be found at: http://www.humanities.ualberta.ca/arts/. Applicants for both positions should have a PhD and will present demonstrated evidence of work on the application of cutting edge tools and approaches to humanities disciplines. The Assistant Professor will be based either in the Department of English or in the Department of Modern Languages and Cultural Studies. Strong candidates should have a background in one of these areas. However, excellent applicants in any area of humanities computing will be considered. The senior scholar will serve as Director of the Canadian Institute for Research Computing in Arts and will be expected to foster development of new computing methodologies and new computer-based resources for research and teaching in the humanities and to advance the state of humanities research computing at the University of Alberta. Appointments will commence 1 July 2001. The floor of the salary scale for the Assistant Professor rank is currently $43,738 and for Professor it is $67,646. The University of Alberta offers an excellent benefits package. Competition 1 (Full Professor): In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Competition 2 (Assistant Professor): In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Letters of application, including a curriculum vitae, copies of undergraduate and graduate transcripts, and the names, institutional addresses and email addresses of three referees who have been invited to write on the applicant's behalf, should be sent to: H. Rahmieh, Associate Dean (Humanities), Faculty of Arts, University of Alberta, Edmonton, Alberta, Canada, T6G 2E5, Tel: (780) 492-9132 (nasrin.rahmieh@ualberta.ca). The closing date for applications is 27 November 2000. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

HUMAN JUSTICE

THE UNIVERSITY OF REGINA — School of Human Justice invites applications for a tenure track appointment beginning July 1, 2001. The successful applicant will have the primary responsibility of co-ordinating the field-work and practicum placements of students in the program. Rank and salary will be commensurate with the candidate's qualifications and experience, but it is expected that the appointment will be at the Lecturer or Assistant Professor level. The successful candidate will have an educational background at the M.A. or PhD level in the social science or social service disciplines and will have expertise in one or more areas of social, legal, criminal, or community service. It is also expected that the successful candidate will have a practical knowledge of the agencies and programs in which students can be placed for their fieldwork and practicum assignments, and the candidate should also have demonstrated ability to teach from an adult education perspective in a professional educational context. Applicants should submit a curriculum vitae, a statement of teaching and research interests, and a thorough description of practical experience involving programs and agencies in social and community services and arrange for the forwarding of three letters of reference to: Dr. M. Koutiia, Dean, Faculty of Arts, University of Regina, Regina, SK S4S 0A2. (Fax 306 585 5368). Deadline for applications is January 15, 2001. Inquiries about the position should be directed to D. de Vlieger, A/Director, School of Human Justice, University of Regina, SK S4S 0A2 (Ph: 306 585 4996). This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

INFORMATION SYSTEMS

THE UNIVERSITY OF WATERLOO — Information Systems. The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Information Systems, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD who is capable of teaching, research and graduate student supervision in the area of information systems. Applicants' research interests should be compatible with those of the present faculty, which range from information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references before December 31, 2000, to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca; fax: 519-746-7252).

Simon Fraser University
Assistant Professor
Computational Biology

The Department of Biological Sciences is seeking a tenure track faculty member in the area of Computational Biology. The appointment will be made at the Assistant Professor level with a start date on or after September 1, 2001. We seek an individual who uses mathematical tools in conjunction with experimental studies to elucidate biological processes or phenomena. Potential research areas are open, but could include theoretical ecology/evolutionary biology, computational genomics or computational neuroscience. There are many opportunities for collaboration within the Faculty of Science. The successful candidate will pursue a vigorous, externally funded research program that includes the training of graduate students. She or he will contribute to teaching at the undergraduate level, and develop and teach upper division undergraduate and graduate courses in their area of expertise.

A Ph.D. degree is required, and appropriate post-doctoral experience is preferred. Applicants should send, no later than **December 31, 2000** a Curriculum Vitae, three representative reprints, a one-page summary of their research objectives, and three letters of reference to:

Dr. Norbert H. Hannerland, Chair
Department of Biological Sciences
Simon Fraser University
8888 University Blvd.
Burnaby, B.C. V5A 1S6 Canada

FAX: 604 291 4312

The department web page can be accessed via http://www.biol.sfu.ca.. Canadians and permanent residents will be given preference, however, non-Canadians are encouraged to apply. All appointments are subject to budgetary authorization.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Comptant 10 facultés et accueillant 25 000 étudiantes et étudiants, l'Université d'Ottawa est la plus importante université bilingue en Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes. **La Faculté d'éducation est à la recherche de**

professeures ou professeurs en

Didactique du français langue première à l'élémentaire ou au secondaire (1 poste)

Il s'agit d'un poste conduisant à la permanence au rang de professeur adjoint.

Qualifications :
1. Ph.D. en éducation ou l'équivalent
2. Spécialisation en didactique du français langue première
3. Dossier actif de recherche dans le domaine du français langue première
4. Expérience de l'enseignement élémentaire/secondaire souhaitable
5. Connaissance passive de l'anglais comme condition de permanence ou comme condition de renouvellement de contrat

Fonctions :
1. Enseignement en français aux programmes du B. Éd., M.Éd. et M.A./Ph.D.
2. Recherche en didactique du français langue première
3. Supervision de la pratique à l'enseignement au B.Éd.
4. Supervision de thèses de M.A. et de Ph.D.
5. Participation aux activités universitaires

Counselling éducationnel (1 poste)

Il s'agit d'un poste conduisant à la permanence au rang de professeur adjoint ou agrégé.

Qualifications :
1. Ph.D. en éducation (orientation scolaire et professionnelle) ou doctorat en psychologie (counselling)
2. Dossier actif de recherche en counselling éducationnel
3. Être membre d'une corporation ou d'un Ordre professionnel
4. Expérience en orientation scolaire ou en counselling vocationnel et personnel
5. Connaissance passive de l'anglais comme condition de permanence ou comme condition de renouvellement de contrat.

Fonctions :
1. Enseignement en français au programme de M.Éd. (Counselling éducationnel) et possibilité d'enseignement dans les autres programmes facultaires (B.Éd., M.A., Ph.D.)
2. Recherche en counselling éducationnel
3. Supervision de stages en counselling éducationnel et au B.Éd.
4. Supervision de thèses de M.A. et de Ph.D.
5. Participation aux activités universitaires

Salaire Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Contexte de travail Oeuvrer dans le domaine de l'éducation en langue française en Ontario et collaborer avec les partenaires du milieu scolaire.

Entrée en fonction 1er juillet 2001

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois répondantes ou répondants, avant le 30 novembre 2000, à :
Johanne S. Bourdages, Doyenne, Faculté d'éducation, Université d'Ottawa,
145, rue Jean-Jacques Lussier (3118) C.P. 450 Succ. A, Ottawa ON K1N 6N5

Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux personnes ayant le statut de citoyen ou de résident du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Seules les personnes invitées pour une entrevue recevront un accusé de réception.

FACULTÉ D'ÉDUCATION

Université d'Ottawa
University of Ottawa

Dalhousie University
School of Library & Information Studies
Assistant Professor

Dalhousie University, School of Library and Information Studies invites applications for a full-time, tenure-track appointment at the assistant professor level beginning 1st July 2001. Preference will be given to applicants with teaching and research interests in any of the following areas, including but not restricted to: competitive intelligence; database design; digital libraries; electronic text design; information retrieval; management of electronic records; multimedia systems; networked information environments; management of organizations. The successful applicant will be expected to teach at the graduate level, and pursue an active research agenda. Applicants should have a Ph.D. (preferably in Library and Information Studies), or be very close to completion at the time of application (candidates without a Ph.D. will be appointed initially as a Lecturer), and show demonstrated evidence of commitment to effective teaching and excellence in research. Salary is competitive.

Applications together with a curriculum vitae and the names of three references should be submitted to **Dr. Bertrum H. MacDonald, Director, School of Library and Information Studies, Faculty of Management, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5**. Fax: (902) 494-2451. E-mail: Bertrum.MacDonald@dal.ca. Further information about the School is available at: http://www.mgmt.dal.ca/slis.

In accordance with immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Dalhousie University is an Employment Equity/ Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible minorities, and women. Review of applications will begin on **1 December 2000** and will continue until the position is filled.

THE UNIVERSITY OF BRITISH COLUMBIA
TENURE-TRACK APPOINTMENT PHILOSOPHY OF EDUCATION DEPARTMENT OF EDUCATIONAL STUDIES

The Department of Educational Studies at the University of British Columbia, invites applications for a full-time, tenure track academic appointment in Philosophy of Education at the Assistant, Associate or Professor level. The appointment will become effective as filled, and will be subject to final budgetary approval.

The Department of Educational Studies integrates programs in philosophy, sociology, anthropology, and history of education with those of adult education, higher education, and educational administration and leadership, with thematic concentrations in such areas as multiculturalism and antiracism, First Nations education, policy studies, feminist studies, and environmental education. The Department also contributes significantly to the teacher education program. The Faculty of Education offers programs leadtog to the Ph.D., Ed.D., M.A., and M.Ed. degrees, the Diploma of Education, and B.Ed. with teacher certificate. The Faculty's Ts'kel and NITEP programs offer extensive graduate and pre-service First Nations education programs.

We seek applicants with research and teaching interests in the philosophy of education whose work will complement existing expertise and perspectives in the Department. We are particularly interested in candidates with a well established or developing research program in philosophy of education and a special competence in ethics. All applicants should have an earned doctoral degree and should provide evidence of research competence, a well-defined research program, and successful teaching experience.

The successful candidate will demonstrate strong leadership capabilities for developing a professional ethics concentration in teacher education, and will be expected to make a major contribution to the teaching of professional ethics in both our pre-service and graduate teacher education programs. Successful experience teaching in a teacher education program will be an asset, and practical or field experience, particularly in K-12 education, is desirable. Ability to contribute to the interdisciplinary strengths of the department especially in the areas of educational leadership, policy studies and social justice concerns will be an asset. A special asset would be the ability to contribute to one or more of the research institutes in the Faculty of Graduate Studies.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The closing date for applications is **November 30, 2000** or until the position is filled.

Letters of application, curriculum vitae, the names, addresses and phone and fax numbers of three referees, together with a statement of research interests, copies of published papers and evidence of successful teaching and course development (if available) should be sent to: **Dr. Kjell Rubenson, Professor and Acting Head, Department of Educational Studies, Faculty of Education, 2125 Main Mall, UBC Campus, Vancouver, B.C., CANADA V6T 1Z4**; Telephone: (604) 822-8994; Fax: (604) 822-4244; E-mail: kjell.rubenson@ubc.ca.

ASSISTANT OR ASSOCIATE PROFESSOR
FORESTRY PROGRAM - SILVICULTURE

The University of Northern British Columbia welcomes applications for a tenure-track faculty position in Silviculture to be filled at the Assistant or Associate Professor level. The successful candidate will be assigned to the Forestry Program, a dynamic and supportive team of scholars committed to the intelligent and responsible management of forest resources. Teaching duties will include introductory Silviculture, with additional duties in Forest Ecology or Natural Resources Management. You will also share in student advising and supervision of undergraduate professional reports, have an active research program, and participate in the supervision and evaluation of graduate student research. Two research forests and the new I.K. Barber Enhanced Forestry Lab are available for research use. UNBC is surrounded by sub-boreal forests and is centrally-located with respect to forest management activities. Many opportunities exist for collaborative research with university colleagues, industry and government.

A PhD (or close to completion) and a research specialization in silviculture are essential, as is a demonstrated commitment to teaching and research excellence. Professional experience in northern forests and familiarity with a variety of forest ecosystems and silvicultural systems is an asset, and may compensate for a lesser degree of direct academic experience. The application deadline is February 15, 2001.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Poff, Vice President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to **Dr. Kathy Lewis, Acting Chair of Forestry, at (250)960-6659. Email: lewis@unbc.ca.**

For more information, visit our Web site: **www.unbc.ca**

UNBC
University of Northern British Columbia

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, visible minorities, persons with disabilities and aboriginal persons.

INFORMATION TECHNOLOGY

YORK UNIVERSITY — Applications are invited for two tenure-track appointments in Information Technology to commence July 1, 2001. The York Information Technology program is interdisciplinary. While emphasizing core topics in Computer Science, Mathematics, and Statistics, the program also recognizes the need for graduates to work in multifaceted organizations within today's information-centric economy. Thus, the program also embraces disciplines such as Economics, Humanities, Social Science, History, Philosophy, and Psychology. The program of study culminates in a Bachelor of Arts degree. It is the vision of the program that graduates become "IT professionals." Typically, they work for organizations that intensively use technology, but whose product is some other service or commodity. In a general sense, this is in contrast to computer science graduates who work for companies whose product is technology. IT professionals play a critical role in many organizations, because their task is the effective integration and deployment of information technology in realizing the corporate mission. As such, the skill set of the IT professional is different than that of the computer scientist. The program is anticipated to grow to over 400 students in the next few years. This academic year we are seeking to appoint two individuals who will provide leadership and who will contribute to the ongoing development of the program. The positions are in the Department of Mathematics and Statistics, and are subject to budgetary approval. They are tenure-track, rank commensurate with qualifications and experience, and could carry tenure at the outset. Applicants should have a PhD and a strong record of teaching and research related to information technology. Applicants with PhDs in fields other than computer science are encouraged to apply but computing or information technology should form a central component in the individual's education and research. We are seeking applicants with research interests in any area of information technology provided there is a clear potential for significant contribution to the core of the program. Interest in network administration and management, database systems, systems analysis and design, or human-computer interaction is an asset. Enquiries and applications, with curriculum vitae, should be sent to: ITEC Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3, E-mail: chair@mathstat.yorku.ca. Applicants should arrange for three letters of reference to be sent to this same address. At least one of the letters should address teaching. More information on the program can be found at http://www.itec.yorku.ca/. As required by Canadian immigration, this advertisement is directed to citizens or permanent residents of Canada. The decision process will begin January 15, 2001 and will continue until the positions are filled. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. York University welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If additional assistance is required, the York affirmative action office can be reached at (416) 736-5713.

JAPANESE

MCGILL UNIVERSITY — The Department of East Asian Studies, McGill University announces a tenure-track Assistant Professor in Japanese Studies beginning September 1, 2001. Area of research specialization is open, although preference given to candidates prepared to teach undergraduate or graduate courses in sociocultural theory, with some emphasis on woman's studies and/or gender studies. PhD expected at time of appointment; teaching experience preferred. Knowledge of French an asset. Send application letter, c.v., three reference letters, and writing sample to Chair, Japanese Search Committee, East Asian Studies, McGill University, 3434 McTavish, Montreal, Quebec, H3A 1X9; Tel: (514) 398-6742; Fax. (514) 398-1882. Application deadline: January 05, 2001. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

JOURNALISM

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies invites applications for a full-time probationary (tenure track) position in journalism and media studies at the Assistant Professor level. Candidates must have a PhD in, or nearing completion in, journalism, media studies or a related area, and show evidence of strong research potential and excellence in teaching. Professional experience as a journalist is highly desirable. The appointment will start in July 2001. Teaching responsibilities primarily will be directed towards the Masters of Arts in Journalism program and the undergraduate program in Media, Information and Technoculture. The successful candidate will demonstrate strong expertise related to print journalism and media ethics. Other relevant areas of expertise would include online media, diversity in the media, and media and communications theory. Candidates must have a clearly defined research program and be able to demonstrate how this research program will contribute to the growth and development of the Faculty of Information and Media Studies. Interested candidates should send their curriculum vitae, names of three references and copies of their scholarly writing by Nov. 30th to: Dr. Catherine Ross, Acting Dean, Faculty of Information and Media Studies, Middlesex College, University of Western Ontario, London, Ont. Canada N6A 5B7 Ph. 519-661-3542; Fax 519-661-3506, www.fims.uwo.ca The position is subject to budgetary approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents

KINESIOLOGY

YORK UNIVERSITY — The School of Kinesiology and Health Science, Faculty of Arts at York University invites applications for a tenure-track appointment at the assistant or associate professor level in one of the areas of the Psychology of Health or Exercise or Sports. A PhD is required and postdoctoral experience would be an asset. Duties will include undergraduate teaching, and teaching and supervision in the Graduate Program in Kinesiology and Health Science (MA, MSc, MKine). The School is interdisciplinary (see www.yorku.ca/kahsv) and they are currently seeking approval for doctoral accreditation by September 2001. High priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. The possibility exists for a cross-appointment to the Graduate Program in Psychology. Applicants should send by January 31, 2001, a curriculum vitae, a covering letter stating future research goals, three relevant reprints and the names, addresses and telephone numbers of three individuals who may act as references to: Dr. Barry Fowler, Chair, Psychology Search Committee, School of Kinesiology and Health Science, Norman Bethune College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: bfowler@yorku.ca). The School prefers a starting date of July 1, 2001 but this is open for negotiation. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify. The School of Kinesiology and Health Science welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at (www.yorku.ca/secretariat/legislation/vi_policy.htm) or a copy can be obtained by calling the Affirmative Action Office at (416) 736-5713. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — The School of Kinesiology and Health Science, Faculty of Pure and Applied Science at York University invites applications for a tenure-track appointment at the assistant professor level in the area of neurophysiological aspects of motor control. The School is particularly interested in individuals working on various aspects of the neural control of movement, possibly with clinical/health-related applications. The successful applicant is expected to develop a productive, externally-funded research program. A PhD (or equivalent) and a promising publication record in refereed journals are required, with postdoctoral experience highly desired. Duties will include undergraduate teaching, and teaching and supervision in the Graduate Program in Kinesiology and Health Science (MA, MSc and MKine). The School is interdisciplinary (see www.yorku.ca/kahs/) and they are currently seeking approval for doctoral accreditation by September 2001. Applicants should send by January 31, 2001, a curriculum vitae, a covering letter stating future research goals, three relevant reprints and the names, addresses and telephone numbers of three individuals who may act as references to: Dr. E. Cafarelli, Chair, Motor Control/Neuroscience Search Committee, School of Kinesiology and Health Science, Norman Bethune College, York University, 4700 Keele Street, Toronto, ON M3J 1P3 (E-mail: ecaf@yorku.ca). The School prefers a starting date of July 1, 2001 but this is open for negotiation. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The School of Kinesiology and Health Science welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at (www.yorku.ca/secretariat/legislation/vi_pol_index.htm) or a copy can be obtained by calling the Affirmative Action Office at (416) 736-5713. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

WILFRID LAURIER UNIVERSITY — The Department of Kinesiology & Physical Education invites applications for a tenure track position at the assistant or associate professor level commencing July 1, 2001. Applicants should have expertise and be able to teach undergraduate courses in biomechanics, in combination with one of sports medicine, ergonomics, or motor control. The ability to teach skills practica would be an asset. Candidates should have a PhD and preferably post-doctoral experience and will be expected to develop an externally funded research program. Candidates should forward a curriculum vitae, a description of research and teaching interests, and a teaching dossier, and arrange to have three letters of reference sent to Dr. William McFeet, Chair, Department of Kinesiology & Physical Education, Wilfrid Laurier University, 75 University Avenue West, Waterloo, ON N2L 3C5. Deadline for materials is January 15, 2001. The University is committed to employment equity and encourages applications from all qualified persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LABOUR STUDIES

MCMASTER UNIVERSITY — Labour Studies Programme. A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment, commencing July 1, 2001, will initially be for three years with the possibility of renewal. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. The successful candidate will also be expected to participate with other faculty in the development of on-line support modules for our undergraduate courses. A PhD or ABD is preferred, although candidates with MA's and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home page at www.socsci.mcmaster.ca/~labrst/. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4 The application deadline is January 15, 2001.

LAW

THE UNIVERSITY OF ALBERTA — Faculty of Law intends to appoint four tenure track professors commencing July 1, 2001. These appointments will be made mainly at the entry level, though the Faculty also encourages individuals with exceptional records of academic accomplishment to apply. The Faculty is especially interested in receiving applications from candidates whose primary scholarly and teaching interests lie in the following areas: Criminal Law, Evidence and/or Procedure, Tax Law, Commercial Law, Intellectual Property/Information Technology, International Law and/or International Business Law. Eligible candidates must possess a superior academic record, including an LL.M., and strong potential for, or a demonstrated record of, excellence in scholarly research and teaching, and the ability to contribute to the academic excellence of the Faculty and to the University more generally. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please submit a curriculum vitae, copies of transcripts, and the names of three referees to: Dean Lewis Klar, Faculty of Law, Room 485 Law Centre, University of Alberta, Edmonton, AB, T6G 2H5, Canada The deliberation process will begin November 15, 2000, although applications received after this time will be considered, subject to the availability of positions. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF VICTORIA — The Faculty of Law at the University of Victoria invites applications for a full-time, tenure-track position, commencing July 1, 2001. Appointment will likely be at the Assistant Professor level but, exceptionally, may be made at the Associate Professor level. The Faculty is interested in applicants with teaching and research interests in any field of law and would particularly like to hear from individuals with teaching and research interests in jurisprudence or legal theory. The successful applicant will have an LLM or other relevant graduate degree and a strong potential for excellence in teaching and research. She or he will also share the Faculty of Law's commitment to innovation in teaching and programme development and to a collegial and involved community. Applications, accompanied by a curriculum vitae, copies of transcripts, and the names of three academic references, should be received by December 15, 2000. Please direct applications to Professor Mark Gillen, Chair of the Appointments Advisory Committee, Faculty of Law, University of Victoria, PO Box 2400 STN CSC, Victoria, B.C. V8W 3H7 Fax: (250) 721-8146 Information about the Faculty of Law can be found at http://www.law.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples and gay men and lesbians. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

THE UNIVERSITY OF MANITOBA — Faculty of Law invites applications for two entry-level, tenure-track appointments at the rank of Assistant Professor, to begin July 1st, 2001. The Faculty is seeking candidates who will enrich teaching and research and contribute actively to the life of the academic community at the University of Manitoba and beyond. The selection committee will have regard to a candidate's scholarly record as well as demonstrated potential for teaching and research. While one of the candidates selected will probably have an interest in the commercial or taxation areas and one will likely be interested in constitutional or public law, the Faculty is seeking academic excellence in research and teaching and will consider all applications. Applicants must have completed graduate studies in law by the time of their appointment. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants may also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is De-

cember 1st, 2000. Any appointments are subject to final budgetary approval. Applications and letters of reference should be sent to: Dean Harvey Secter, Faculty of Law, University of Manitoba, Winnipeg, Manitoba R3T 2N2, Canada, Tel: (204) 474-9282, Fax: (204) 474-7580

MCGILL UNIVERSITY — Wainwright Chair in Civil Law. Applications are invited for the Wainwright Chair in Civil Law, tenable in the Faculty of Law, McGill University. The Wainwright Chair in Civil Law was established in 1973 and is one of six Chairs in Law at McGill University. Past incumbents have included Paul-André Crépeau and John E.C. Brierley. The Faculty of Law was established in 1848. Today it offers a broad education in both the civil law and the common law traditions. The Faculty's undergraduate curriculum emphasizes the intellectual foundations and theoretical dimensions of western private law traditions. For thirty years the Faculty has taught both the civil law and the common law, in both English and French, in a fully integrated programme leading to the award of both a Bachelor of Civil Law (B.C.L.) and a Bachelor of Laws (LL.B.) degree. In 1999, the Faculty established a new undergraduate programme in which local, state and international legal vernaculars are studied in a single curriculum. Programmes of graduate study are offered within the Institute of Air and Space Law (established in 1951) and the Institute of Comparative Law (established in 1965) leading to the degrees of Master of Civil Law (M.C.L.), Master of Laws (LL.M.) and the Doctor of Civil Law (D.C.L.). The Institutes are the 1oci two research centres: the Centre of Air and Space Law and the Quebec Research Centre of Private and Comparative Law. Also affiliated with the Faculty are two transdisciplinary research centres: the McGill Centre for Medicine, Ethics and Law and the Centre for the Study of Regulated Industries. The Faculty of Law has a permanent teaching staff of 35, plus term appointees, visitors and part-time lecturers. There are approximately 540 undergraduate and 80 resident graduate students, as well as several post-doctoral fellows. The undergraduate student body is drawn from across Canada, the United States and a number of other jurisdictions; more than 40 countries are reflected in the graduate student cohort. The Nahum Gelber Law Library, opened in 1958, is hard-wired throughout with the latest information technologies including computer laboratories and other contemporary media resources. The Library also houses the Wainwright Collection of 16th – 18th century French legal materials, the richest single deposit of such materials in the world. The Faculty seeks applications from scholars of international reputation in the field of private and comparative law who will provide intellectual leadership in developing the Faculty's new undergraduate curriculum, and who will make a significant contribution to the research and publications programmes within the Institute of Comparative Law and the Centre of Private and Comparative Law. The position is tenured. Salary, conditions, benefits and appointment date are negotiable. Applications and nominations (accompanied with a complete curriculum vita) should be received before February 1, 2001 and should be addressed to: Dean Peter Leuprecht, Wainwright Chair Advisory Committee, Faculty of Law, McGill University, 3644 Peel Street, Montreal, Quebec, Canada, H3A 1W9 (Telephone: (514) 398-6604; Fax (514) 398-4659) (Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.)

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Law at the University of Western Ontario is in the midst of a continuing process of growth and rejuvenation. This has included the appointment of thirteen new members of Faculty in the past three years, and the Faculty expects to continue to make new appointments in the years to come. Western's goal in it appointment process is to demonstrate its commitment to excellence in teaching and research, and to promote a law program that is both rigorous and challenging. The Faculty invites applications for a number of positions, both tenure-track and fixed-term, to commence on July 1, 2001. The Faculty will consider applications with interests in all areas of the law, but it is particularly interested in expanding its teaching and research base in the following areas: Corporate and Commercial Law, Taxation Law, Constitutional and Administrative law, International and Comparative Law, Law and Economics. To be eligible for appointment, candidates must possess a superior academic record. This normally includes at least an LLM (or equivalent). Candidates must demonstrate a record of, or a strong potential for, excellence in scholarly research and teaching. They should in addition have the ability and willingness to contribute to the intellectual and scholarly life of the Faculty community and to the University more generally. Applicants should send a letter of application, curriculum vitae, and the names and addresses of three academic referees, to Dean Ian Holloway, Faculty of Law, The University of Western Ontario, London, Ontario, N6A 3K7. The closing date for applications is December 1, 2000. In addition to outlining their teaching and research interests, applicants should indicate in their letter whether they are interested in fixed-term or tenure-track positions. In accordance with Canadian immigration requirements, priority in these appointments will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, however, other individuals will be considered. The University of Western Ontario makes appointments on the basis of merit. It is committed to employment equity and welcomes intellectual diversity in the workplace. Applications are encouraged from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

LIBRARY

THE UNIVERSITY OF BRITISH COLUMBIA — Two Assistant Professor Tenure-Track Vacancies. The School of Library, Archival and Information Studies at the University of British Columbia invites applications for two full-time Assistant Professor tenure-track positions in its Master of Library and Information Studies (MLIS) program to begin July 1, 2001, subject to final budgetary approval. One position will focus on teaching and research in bibliographic control and organization of information. The second will focus on reference and information services in print and electronic environments. Preference will be given to candidates who are also able to teach and conduct research in one or more of the following areas: systems theory and application, information-seeking behaviour, information literacy, knowledge management, and competitive intelligence. Candidates should be committed to excellence in teaching, research, and service in an interdisciplinary environment. Applicants must hold a PhD or equivalent in Library and Information Studies/Science or a related field, or anticipate completion within one year of appointment; continuation of appointment after July 2002 is conditional on completion. In addition, applicants must provide strong evidence of their teaching ability and/or potential for excellence in teaching and continued professional growth; of their skills to incorporate information technologies into research and course content and delivery as appropriate; of their knowledge of state-of-the-art technologies for information access, retrieval, organization, and dissemination; of their ability to conduct research and engage in scholarly activity; and possess a publications record appropriate to their experience. The salary is competitive, and commensurate with qualifications and experience. In addition to the MLIS program, the School offers a Master of Archival Studies program, a multidisciplinary Master of Arts in Children's Literature program, a joint M.A/M.Ed. program with Education in teacher-librarianship (approval pending), and PhD programs in Library and Information Studies and Archival Studies (approval pending). For additional information about the School and these positions, visit our web site at http://www.slais.ubc.ca. The closing date for applications is January 19, 2001 or until the positions are filled. We will hold informal preliminary interviews with interested candidates at the ALISE conference in Washington, D.C. in January 2001. Application materials should include a cover letter stating qualifications for the position, and include an outline of a candidate's projected research agenda and statement on philosophy of teaching, a complete curriculum vitae; and the names and contact information (including email address), of three referees. Address enquiries and applications to the Chair, Faculty Selection Committee. Dr. Ann Curry, Chair MLIS Program, School of Library, Archival and Information Studies, The University of British Columbia, #83 1956 Main Mall, Vancouver, B.C. V6T 1Z1 Canada <ann.curry@ubc.ca> In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

LIBRARY & INFORMATION SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies invites applications for a full-time probationary (tenure track) positions in Library and Information Science at the Assistant Professor level. The candidate must have a PhD in, or nearing completion in, library and information science or a related area, and show evidence of strong research potential and excellence in teaching. Professional experience as a librarian or information manager in a traditional or non-traditional setting is desirable. The appointments will start on July 1, 2001. The successful candidate will demonstrate strong expertise related to the MLIS program in information sources and services (reference) or collections management, as well as one of the following areas: information management, management, research methods, government information, archives or special libraries. Related to the doctoral program in LIS, the candidate will have demonstrated research interests in the area of information needs and uses and information seeking behaviour, or in information policy. Interested candidates should send their curriculum vitae, names of three references and copies of their scholarly writing by Nov. 30th to Dr. Catherine Ross, Acting Dean, Faculty of Information and Media Studies, Middlesex College, University of Western Ontario, London, Ont., Canada N6A 5B7 Ph. 519-661-3542; fax 519-661-3506; www.fims.uwo.ca. The position is subject to budgetary approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

LINGUISTICS

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Linguistics at the University of British Columbia invites applications for a tenure-track position in Formal Syntax at the rank of Assistant Professor to begin July 1, 2001. The successful candidate should have a primary specialization in Formal Syntax with expertise in the Syntax/Semantics Interface. A secondary research interest in Linguistic Fieldwork or Cognitive Science would be an asset. Candidates should hold a PhD in linguistics, have a demonstrated potential for and a strong commitment to research, as well as have the ability to teach a variety of courses in linguistics at the graduate and undergraduate levels. In particular, the candidate should be able to teach introductory semantics at the graduate level. This position is subject to final budgetary approval. Please send a cover letter, curriculum vitae, representative samples of published or unpublished work, teaching evaluations (if available) and any additional supporting documents to the address below before December 1, 2000. In addition, applicants should arrange for at least three letters of recommendation to be sent under separate cover to: Dr. Douglas Pulleyblank, Chair, Search Committee, Department of Linguistics, E270-1866 Main Mall, University of British Columbia, Vancouver, British Columbia, Canada V6T 1Z1, Email: Douglas.Pulleyblank@UBC.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada.

THE UNIVERSITY OF ALBERTA — Department of Linguistics, Faculty of Arts, invites applications for a tenure-track position at the Assistant Professor level in theoretical phonology, effective July 1, 2001. Candidates should hold the PhD degree and have an active program of research and a strong publication record, as well as demonstrated teaching ability. We are particularly interested in candidates with expertise in optimality theory, formal modelling of stochastic problems, typology, and phonetically grounded phonology. A demonstrated interest in participating in ongoing and projected field projects on indigenous languages of the Americas would also be an asset. The Department of Linguistics has a strong commitment to empirical and experimental approaches to linguistic research. De-

Vice-President (Academic) and Provost
The University of Manitoba

UNIVERSITY OF MANITOBA

One of Canada's outstanding universities, The University of Manitoba, is seeking applications and nominations for the position of Vice-President (Academic) and Provost.

The University of Manitoba is western Canada's oldest university, established in 1877. It is respected for its excellence in teaching and in research, and for its community service, all of which are making a difference in Manitoba. More University of Manitoba students have earned Rhodes Scholarships in the past 30 years than have students from any other university in western Canada, placing The University of Manitoba third in all of Canada. The faculty's care and attention to teaching has placed the University in the top 5% of *Maclean's* magazine's "value added" category over the past four years. Research at The University of Manitoba has led to contributions of inestimable value, including the elimination of Rh disease of the newborn; the development of canola - now a multi-billion-dollar crop; and the development of miniaturized reflector antennas for use in wireless communication. The University of Manitoba is the network leader of one of Canada's 14 networks of excellence and is a participant in 10 others. Some $75 million in research and special funds are awarded to University of Manitoba researchers annually.

The University offers more than 66 degrees, diplomas and certificates, through its 19 Faculties and Schools. Most academic departments offer graduate programs leading to master's or doctoral degrees. The University of Manitoba community includes 1,751 academic staff and 1,927 support staff in eight bargaining units; 19,434 undergraduate students (14,726 full-time, 4,708 part-time), and 2,934 graduate students (2,173 full-time, 761 part-time). The main campus at Fort Garry is a 274-hectare site in South Winnipeg on the Red River. The Bannatyne Campus, a complex of ten buildings in Central Winnipeg, houses the University's health sciences programs. The University's operating budget for 2000-2001 is $305 million.

The Vice-President (Academic) and Provost, as the chief academic officer, is responsible for the planning, development, administration and integrity of the academic affairs of the University. The successful candidate for this key leadership role will be a respected scholar and administrator, with the dynamism and decisiveness to spearhead the University's academic vision. Candidates should possess a strong record of scholarly and administrative leadership, the ability to communicate effectively, the commitment to consult widely - both internally and externally - and a comprehensive understanding of contemporary university issues.

The appointment will commence on July 1, 2001. Nominations or applications for this position, accompanied in the latter case by a curriculum vitae and the names of three referees, should be sent in confidence to the address shown below. The Search Committee will begin consideration of expressions of interest in early December, 2000.

The University of Manitoba is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

E-mail: jwassoc@total.net

Janet Wright & Associates Inc.

UNIVERSITY OF SASKATCHEWAN
College of Education

The College of Education invites applications for tenure-track faculty positions at the assistant professor level, effective July 1, 2001 or by mutual agreement. The College supports 1300 undergraduate students and 450 graduate students in the Ph.D., M.Ed. and Postgraduate Diploma programs. We also celebrate a 30 year commitment to Aboriginal education and teacher education for Aboriginal peoples.

Applicants should have an earned doctorate or expect to complete by the summer of 2001. We are seeking persons with a commitment to: excellence in teaching, service in the field of education, work with diverse populations, educational research, and collaborative work environments. Responsibilities include teaching graduate courses, supervising graduate student research, and conducting research or practising professional skills in the area of specialization. In addition, the positions require teaching undergraduate courses in the teacher education program, periodic supervision of field experiences, and active involvement in committee and administrative work. Experience in schools is essential and preference will be given to candidates who qualify for Teacher Certification. Experience working with Aboriginal people would be an asset.

Available positions are:

Educational Psychology and Special Education
Positions in this Department are available for applicants who complement or diversify the current foci which include special education, counselling, measurement and evaluation, and school psychology.

Educational Administration
One position in the administration of K-12 education. Preference will be given to candidates with administrative experience and interest in distance delivery of courses and services. Area of specialization is open. Please include two examples of publication.

Curriculum Studies
One position in English education. Preference will be given to candidates with teaching experience at the middle years/secondary level.

The University is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. These positions have been cleared for advertising at the two-tier level. Applicants are invited from qualified individuals regardless of their immigration status in Canada.

The competitions will close on January 15, 2001 or when suitable candidates are found. Applicants should send their application with curriculum vitae, a statement of teaching and research interests, evidence of teaching quality, and the names of three references to: Dr. K.G. Jacknicke, Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1 For more information visit www.usask.ca/education

need a job?
get a head start on the job hunt ...
the bulletin career classifieds are online
www.caut.ca

partment members are currently pursuing research projects in experimental phonetics, syntax of Amerindian languages, bilingual language acquisition and language impairment, and phonological, morphological and semantic aspects of the mental lexicon. We seek a colleague who wishes to engage in leading-edge research in a collegial and supportive environment, to recruit and train promising graduate students, and to participate in innovative teaching/learning at both the undergraduate and graduate levels. The Faculty of Arts at the University of Alberta is undergoing an extensive process of renewal, and is committed to ensuring that the substantial number of hirings projected over the next several years will maintain the lively and productive intellectual milieu upon which the Faculty prides itself. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, curriculum vitae, and three letters of reference should be addressed to: Dr. Gary Libben, Chair, Department of Linguistics, University of Alberta, Edmonton, AB, T6G 2E7, Canada (phone 780-492-3459; fax: 780-492-0806; Email: gary.libben@ualberta.ca) Applications will be considered until December 13, 2000. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF OTTAWA — The Department of Linguistics invites applications for a Tenure Track position in Phonology at the Assistant Professor — possibly Associate Professor — level, commencing July 1, 2001. Applicants should have a PhD with evidence of strong research potential. Candidates should be familiar with recent developments in phonological theory and show a commitment to additional area(s) of linguistics. The candidate will be expected to teach and supervise in both English and French at the undergraduate and graduate levels. Applicants should submit a c.v. and arrange for three (3) letters of recommendation to be sent to: Dr. André Lapierre, Chair, Department of Linguistics, University of Ottawa, P.O. Box 450, Ottawa, ON K1N 6N5 before December 15, 2000. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA — Le département de linguistique offre un poste de professeur(e) adjoint(e) — éventuellement de professeur(e) d'agrégé(e) — en phonologie, menant à la permanence, débutant le 1er juillet 2001. Les candidat(e)s doivent détenir un doctorat et avoir démontré un fort potentiel pour la recherche. Une connaissance des développements récents en théorie phonologique est exigée ainsi qu'un intérêt confirmé pour d'autres domaines de la linguistique. Le (la) candidat(e) devra pouvoir enseigner et encadrer les étudiant(e)s en anglais et en français au niveau du baccalauréat et des études supérieures. Prière de soumettre un c.v. et de faire parvenir trois (3) lettres de recommandation à: M. André Lapierre, directeur, Département de linguistique, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, ON K1N 6N5 avant le 15 Décembre 2000. Conformément aux exigences prescrites en matière d'immigration au Canada, ce poste est offert aux citoyen(ne)s canadien(ne)s et aux resident(e)s permanent(e)s.

UNIVERSITY OF CALGARY — Linguistics. Applications are invited for a tenure-track position in Linguistics at the Assistant Professor level to commence July 1, 2001. The applicant should have a primary specialization in Phonological Theory. A research focus on First Nations Languages, or a secondary specialization in one of the following areas, is highly desirable: Language Acquisition, Language Disorders, Diachronic Phonology. Candidates should hold a PhD in Linguistics and have a record of demonstrated excellence in teaching and research in the area(s) of specialization. Duties will include undergraduate and graduate teaching, graduate student supervision, and conducting original research. Please send a covel letter, curriculum vitae, samples of published or unpublished work, evidence of a commitment to excellence in teaching, and any additional supporting documents to the address below before January 15, 2001. In addition, by that date, three letters of recommendation should be sent under separate cover to: Dr. Robert W. Murray, Chair, Search Committee, Department of Linguistics, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada, T2N 1N4. The Department plans to interview applicants at the Annual Meeting of the Linguistic Society of America in Washington, D.C., January 4 - 7, 2001. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates, and encourages diversity.

MANAGEMENT

SAINT MARY'S UNIVERSITY — Department of Management. Assistant or Associate Professor. Applications are invited for a tenure track position in the field of Human Resource Management. Minimum requirements include an earned doctorate, teaching experience, and an established research program. Business or legal experience is desirable. The position begins September 1, 2001. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University is committed to the principles of Employment Equity. Applications (including curriculum vitae, university transcripts, and letters of reference from three referees) should be sent to: Dr. John Chamard, Chair, Department of Management, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia, B3H 3C3. Applications will be considered until the position is filled.

THE UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business at Canada's premiere business school, recognized worldwide for the quality of its management education. The School's major activities include a highly regarded MBA program, a small and selective undergraduate program, a well established doctoral program active in most major areas of management; as well as executive education programs for managers, including an expanding Executive MBA program, and an Executive MBA program at the School's Cheng Yu Tung Management Institute in Hong Kong. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges. The School supports research dealing with issues of interest and relevance to practicing managers. Excellence in teaching, and course development is highly valued. The faculty is collegial and engages in interdisciplinary investigation as well as independent inquiry. The School is located in London, Ontario, a community of 326,000 equidistant from Toronto and Detroit. Ivey also operates an Executive MBA facility situated in Mississauga, outside of Toronto Road, air and train links to major Canadian and US cities are excellent. The School is part of a larger University community with the equivalent of 26,000 full-time students. The School also is embarking on a substantial program of teaching and research activities in Asia. The School seeks candidates for a probationary tenure track or limited term position in the Management Science teaching group. The position is available to begin July 2001. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching. The ideal candidate will have a PhD (or equivalent) in MS/OR or a closely related field, possess an MBA from a major business school or have significant business experience, have international experience or an interest in international activities, and have a serious interest in MS/OR research from a general management perspective. An interest in developing courses or part-courses for a senior management or executive audience is highly valued. Ability to teach the core Management Science course (including data analysis, Excel modelling, and management science) is essential. A capability in Spanish, Mandarin, Cantonese, or Korean would be an asset. This position is subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Ivey representatives will be available at the INFORMS Conference in San Antonio, November 5 - 7, 2000, to interview applicants who send (electronically or on paper) a copy of their vita and a letter describing their background and interests by October 27, 2000. The review of applications will continue until the position has been filled, but applicants are encouraged to apply as early as possible. Applicants should send their Curriculum Vitae to Professor Peter Bell, Richard Ivey School of Business, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Voice 519-661-4211, Fax: 519-661-3485, E-mail: mmaiea@ivey.uwo.ca

UNIVERSITY OF TORONTO at Scarborough — The Division of Management at the University of Toronto at Scarborough (www.scar.utoronto.ca/~mgmt/) is recruiting for a tenure stream position in Organizational Behaviour, rank open. Duties include undergraduate teaching in macro organizational behaviour at the University of Toronto at Scarborough MBA program at the Joseph L. Rotman School of Management on the St. George campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position will begin on July 1, 2001. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have 3 referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borins@scar.utoronto.ca). The deadline for applications is December 15, 2000. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

MANAGEMENT INFORMATION SYSTEMS

UNIVERSITY OF MANITOBA — I.H. Asper School of Business. Applications are invited for tenure-track positions in the area of Management Information Systems housed in the Department of Accounting and Finance. Rank is at the Assistant Professor or Associate Professor level and depends on qualifications and experience. PhD completed or very near completion required. An applied orientation and/or industry experience is desirable. Duties include teaching at the undergraduate and graduate levels, research and service. Salary is competitive and will depend on qualifications, experience and research record. The I.H. Asper School of Business is accredited by the AACSB. Appointment date is open for as early as July 1, 2001 and is subject to final budget approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. In accordance with immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to Dr. David A. Slangeland, Department Head, Department of Accounting and Finance, I.H. Asper School of Business, University of Manitoba, Winnipeg, Manitoba, R3T 5V4 (204) 474-9362). Applications will be accepted until December 30, 2000 or until the position is filled.

CONCORDIA UNIVERSITY — Department of Decision Sciences & Management Information Systems (DS&MIS). Tenure-track and visiting positions in Management Information Systems. Applications are invited for tenure-track and visiting positions in Management Information Systems at all levels. Qualifications at the assistant professor level include PhD or ABD in MIS, with evidence of strong research and teaching potential. At the associate and professor levels, an established research record is essential. Tenure-track positions commence on June 1, 2001 (or a subsequent date). The specific areas of expertise sought are Business Data Communications, Database Management, and Software Programming. However, applications from other areas within the MIS discipline will also be considered. Salary is commensurate with credentials. The Department of DS&MIS houses the disciplines of MIS, Operations Management and Statistics. There are currently twelve faculty members in the MIS group. It is one of the five departments in the Faculty of Commerce and Administration (FC&A). FC&A was accredited in 1997 by the American Assembly of Collegiate Schools of Business (AACSB), making it one of the four business schools in Canada currently accredited by AACSB. For more information consult the web site: http://www.concordia.ca/. Applicants should send a curriculum vitae and names of at least three referees to: Dr. J. Etezadi, Chair, Department of Decision Sciences and MIS, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8, e-mail: etezadi@vax2.concordia.ca, tel: (514) 848-2981; fax: (514) 848-2424. Application deadline is February 1, 2001, but the search will continue until the positions are filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration and employment requirements, priority will be given to Canadian citizens and permanent residents of Canada.

MATHEMATICS & STATISTICS

THE UNIVERSITY OF TORONTO — Department of Mathematics solicits application for two tenure-stream appointments in the Department of Mathematics, with one position in the area of Algebra or Number Theory, the other in Geometric Analysis, Gauge Theory or Symplectic Topology. It is intended to nominate the successful applicants for a Canadian Research Chair, at either junior or senior level. Accordingly, candidates are expected to be outstanding mathematicians, whose research and teaching will make major contributions to the quality and stature of the department. The appointments are at open rank, to begin July 1, 2001. Salary commensurate with experience. Applicants should send a complete C.V., a short statement about their research programme, and appropriate material about their teaching. They should also submit the names of four mathematicians who could be consulted about their work. The application should be sent directly to: Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. In addition, it is recommended that applicants submit the electronic application form at www.math.toronto.edu/jobs. The position code is CRC. To ensure full consideration, the application should be received by January 31, 2001. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. Any inquiries about the application should be sent to ida@math.toronto.edu.

QUEEN'S UNIVERSITY — The Department of Mathematics and Statistics will be making a renewable (tenure-track) appointment in Mathematics and Engineering at the Assistant Professor level to begin July 2001. We seek candidates specializing in the areas of computational fluid dynamics, partial differential equations, dynamical systems, scientific computation, or statistical data analysis. Candidates must have an earned PhD in Applied Mathematics, Statistics, or a closely related field. Membership or eligibility for membership in a Canadian professional engineering association is required. Candidates are expected to have a strong research record, develop an independent research programme, be willing and competent to teach a broad range of applied mathematics/statistics courses, and supervise graduate students. Interested candidates should arrange that a curriculum vitae, a description of teaching and research interests, at least three letters of recommendation, and copies of their three most significant publications are sent to the address below. At least one letter should comment on the candidate's teaching. Applications will be accepted until December 20, 2000, or until the position is filled. Dr. Joan M. Geramita, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, K7L 3N6, Canada. Fax: (613) 533-2964, e-mail: position@mast.queensu.ca; http://www.mast.queensu.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men, and lesbians.

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Track Appointments — 2001–2002

York University, Faculty of Education, invites applications for the following two positions:

Aboriginal/First Nations Teacher Education
Health Education
Mathematics Education
Pedagogy of Technology

The Context:
York University is situated within a culturally diverse urban setting in northern Toronto at the centre of the Greater Metropolitan Toronto area. The Faculty of Education at York offers pre-service, professional development, and graduate programmes (M.Ed. and Ph.D.). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice. Tenure-track faculty members are encouraged to work with colleagues from other academic departments across the University and with faculty members seconded from school boards. Applicants are invited to visit the Faculty's website at www.edu.yorku.ca.

The Positions:
Aboriginal/First Nations Teacher Education — Candidates should have research strengths in Aboriginal/First Nations studies as well as another defined curriculum area related to teacher education. Preference will be given to someone with indication of successful work with rural or urban Aboriginal/First Nations communities and experience with Aboriginal/First Nations language and culture.

Health Education — Candidates should have doctorate at or near completion in a health-related field as it pertains to schooling and a research agenda that might include, but is not limited to, one of the following areas: issues of equity and diversity in health education; community health education; environments and human health; human sexuality; global issues in health education.

Mathematics Education — Candidates should be familiar with recent research in mathematics education and be able to provide evidence of a research programme and successful teaching related to this area. Preference will be given to candidates with teaching experience in schools.

Pedagogy of Technology — Candidates should have strong research credentials in areas related to the pedagogy of Technology-Enhanced Learning (TEL), a commitment to using the Internet and other technologies in teaching, evidence of critical approaches to TEL, and a commitment to participating in pan-University initiatives to advance York's interests in TEL.

The Candidates:
Successful candidates will have completed doctorates in fields of study compatible with the advertised positions. Candidates with unfinished doctorates will be considered only on submission of evidence that degree requirements will be fulfilled prior to the date of appointment. Candidates must present evidence of their abilities to establish a strong programme of scholarly research, to provide excellence and leadership in undergraduate and graduate teaching and supervision, to collaborate with colleagues in the field and across the University, and to be actively involved in the field of education.

The Appointments:
Although preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Appointments will commence as early as 1 July 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents or landed immigrants of Canada.

Affirmative Action:
For many years, York University has had a policy of employment equity including affirmative action for women faculty. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmation action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Faculty of Education welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. Information on York's affirmative action program can be obtained by calling the Affirmative Action Office at (416) 736-5713.

Applications:
An application must include a curriculum vitae, one sample of scholarly writing, the contact details of three or more referees, and a letter of application that provides an overview and discussion of qualifications and interests as they relate to the advertised position. Applications should be addressed to:

Dr. Terry Piper, Dean, Faculty of Education
c/o S853 Ross Building, York University
4700 Keele Street, Toronto, Ontario M3J 1P3
or electronically mailed to: bmerri@edu.yorku.ca.

Closing Date — **31 December 2000**

the degree that works

UNIVERSITY OF WINDSOR

Post-Doctoral Fellows
Humanities and Social Sciences

The University of Windsor announces a new program for Post-doctoral Fellows in the Humanities and Social Sciences. The program is designed to promote excellence in scholarship and teaching by bringing Post-doctoral Fellows to the University of Windsor.

Applications are invited from new and recent PhDs who wish to strengthen their advanced training and to participate in the university's ongoing programs and seminars in the Humanities and Social Sciences. Prospective Fellows are those who are in the process of applying, or have applied, for base funding for their post-doctoral research from agencies such as the Social Sciences and Humanities Research Council, Canadian Institutes for Health Research or the Ontario HIV Treatment Network during the 2000-2001 academic year. Their proposed projects include working under the supervision of or in collaboration with University of Windsor faculty. Post-doctoral Fellows will receive one or two-year appointments (consistent with their base funding). The University of Windsor will provide additional yearly support of up to $15,000.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Applicants should submit a cover letter that includes information about the agency to which a submission has been made for base funding and the name of a senior Windsor faculty member proposed as a supervisor/collaborator; a description of their research program (no more than three single-spaced pages); a statement of how the research will be strengthened by working at the University of Windsor; a curriculum vitae; and three letters of recommendation, one from the Windsor supervisor/collaborator. Receipt of base funding for postdoctoral research (e.g. SSHRC, CIHR or OHTN post-doctoral award) is a pre-requisite for receiving a University of Windsor Post-doctoral Fellowship.

To ensure full consideration, complete applications, including letters of reference, should be submitted by February 1, 2001, to:

Dr. Kathleen E. McCrone
Executive Dean
Faculty of Arts and Social Sciences
University of Windsor
Windsor, Ontario, N9B 3P4
Phone: 519.253.3000, Ext. 2023
Fax: 519.971.3659
E-mail: kem@uwindsor.ca

The University of Windsor, one of Ontario's leading academic institutions, provides "the degree that works," an innovative and student-focused approach which prepares its graduates for the challenges of tomorrow. Information about the University of Windsor and its programs may be found at www.uwindsor.ca. Also visit us at www.uwindsor.ca/faculty positions.

THE UNIVERSITY OF WATERLOO — Applied Mathematics. Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of Control Theory, to begin on or after July 1, 2001. Applicants will normally have at least two years' postdoctoral experience by the time of the appointment. In addition, applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and an active interest in applications of their discipline in science or engineering. The successful applicant will be expected to conduct research, supervise graduate students, teach courses relating to their area of specialization, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae and arrange for three letters of recommendation to be sent to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is February 15, 2001. Applications received after this date will be considered only if the positions have not been filled. The Department of Applied Mathematics is one of five Departments in the Faculty of Mathematics at the University of Waterloo. The Department members have interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to the availability of funds

THE UNIVERSITY OF WATERLOO — Mathematics. The Department of Pure Mathematics at the University of Waterloo expects one or more tenure-track positions starting July 1, 2001. Candidates in any area of Pure Mathematics will be considered. In order to be considered for a position, a PhD is required. Postdoctoral experience is preferred. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for receipt for applications is December 1, 2000. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to Dr. B. Forrest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at http://math.uwaterloo.ca/PM_Dept/homepage.html

YORK UNIVERSITY — Mathematics and Statistics. Applications are invited for a two-year contractually limited appointment for 2001 – 2003 at the Assistant Professor level in the Department of Mathematics and Statistics. The position is subject to budgetary approval, and is scheduled to commence by 1 September 2001. The successful applicant must have a PhD and is expected to show evidence or promise of good quality teaching, and research in Probability Theory or Stochastic Processes. The selection process will begin January 15, 2001. Applicants should send resumes and arrange for three letters of reference (one of which should address teaching) to be sent directly to: Probability Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. Fax: (416) 736-5757. E-mail: chair@mathstat.yorku.ca, www.meth.yorku.ca/Hiring/ As required by Canadian immigration, this advertisement is directed to citizens or permanent residents of Canada. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Mathematics and Statistics welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If additional assistance is required, the York affirmative action office can be reached at (416) 736-5713

MCGILL UNIVERSITY — The Department of Mathematics and Statistics of McGill University invites applications from highly qualified candidates for sponsorship to compete for Canada Research Chairs at both the senior and junior levels. An offer of a tenured or tenure track position may precede the sponsorship for competition. Competitive salary and attractive fringe benefits are offered by McGill University. This advertisement is addressed to Canadian citizens and non-Canadians alike. Applications with a curriculum vitae, a list of publications, a research proposal, an account of teaching experience and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Professor K.N. Gowri-Sankaran, Chair, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. E-mail: chair@math.mcgill.ca

MCGILL UNIVERSITY — The Department of Atmospheric and Oceanic Sciences together with the Department of Mathematics and Statistics (both of McGill University) invite applications for a joint tenure track position, at the assistant professor level. The area of the appointment will lie in dynamic meteorology (such as waves and turbulence) and scientific computation. Applicants are expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of both departments at the undergraduate and graduate level. Applications with a curriculum vitae, a list of publications, a research outline, an account of teaching experience and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Dr. K. Gowri-Sankaran, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. E-mail: chair@math.mcgill.ca

MCGILL UNIVERSITY — Department of Mathematics and Statistics. The department expects to fill several tenure-track positions in the coming academic year. Two immediate priorities are in the following areas: a. Statistics. A PhD degree in statistical science is essential. Preferred areas of specialization are computational statistics, sample surveys and time series analysis, although not exclusively so. Preference will be given to applicants with a strong theoretical background in statistics, whose work is driven by applications. b. Applied Mathematics: Preferred areas for this appointment include stochastic differential equations, metarial science and continuous or discrete optimization. Candidates will be expected to have considerable expertise in scientific computation. Applicants should have a strong background in mathematics and have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of the department at the graduate and undergraduate levels. Applications with a curriculum vitae, a list of publications, a research outline, an account of teaching experience, a statement on teaching and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Professor K. Gowri-Sankaran, Chair, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. E-mail: chair@math.mcgill.ca

MCGILL UNIVERSITY — The Department of Mathematics and Statistics of McGill University invites applications for a tenure track position in statistics at the assistant professor level. A PhD degree in statistical science is essential. Preferred areas of specializatron are computational statistics, sample surveys and time series analysis, although not exclusively so. Preference will be given to applicants with a strong theoretical background in statistics, whose work is driven by applications. The appointment is to begin July 1, 2001. Applicants are expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the research interests of the Department and to its educational programs at both the undergraduate and graduate levels. Applications, with a curriculum vitae, a list of publications, a research proposal, an account of teaching experience and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Professor K.N. GowriSankaran, Chair, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. E-mail: chair@math.mcgill.ca

MCGILL UNIVERSITY — Department of Mathematics and Statistics. The Department of Mathematics and Statistics, McGill University, invite applications from recent PhDs for a tenure-track position at the assistant professor level beginning July 1, 2001. Applications in all areas of mathematics and statistics will be considered. Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to Erhard Neher, Chairman, Department of Mathematics and Statistics, University of Ottawa, Ottawa, ON Canada, K1N 6N5 by December 15, 2000. Applicants are also encouraged to include up to three copies of their most significant publications. Active bilingualism is a condition for tenure. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Information about the department can be found at http://www.science.uottawa.ca/mathstat.

L'UNIVERSITÉ D'OTTAWA — Le Département de mathématiques et de statistique de l'Université d'Ottawa met au concours un poste de professeur adjoint menant à la permanence. Entrée en fonction: le 1er juillet 2001. Les candidat(e)s doivent avoir obtenu récemment un doctorat en mathématiques ou en statistique et doivent faire parvenir leur dossier de candidature au directeur du département, Erhard Neher, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5 au plus tard le 15 décembre 2000. Les dossiers doivent comprendre le curriculum vitae, le plan de recherche, quatre lettres de recommendation confidentielles dont une sur l'enseignement ainsi qu'au plus trois tirés à part des contributions récentes les plus importantes du candidat(e). Le bilinguisme actif est une condition exigée pour la permenence. Conformément aux exigences prescrites en metiére d'immigration au Canada, cette annonce s'adresse aux citoyens canadrens et aux residents permanents. Les conditions d'emploi suivent les dispositions d'une convention collective. L' Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées a poser leur candidature. Pour plus de renseignement voir http://www.science.uottawa.ca/mathstat

YORK UNIVERSITY — Statistics. Applications are invited for a tenure-track appointment in Statistics at the Assistant Professor level in the Department of Mathematics and Statistics, to commence July 1, 2001. The position is subject to budgetary approval. The successful candidate will be expected to have demonstrated research excellence in Statistics, and must have a PhD and evidence of superior teaching ability. The decision process will begin on January 8, 2001. Applicants should send resumes and arrange for at least three letters of recommendation (one of which should address teaching) to be sent directly to: Statistics Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3; fax:(416) 736-5757, e-mail: chair@mathstat.yorku.ca. www.math.yorku.ca/Hiring/ As required by Canadian immigration, this advertisement is directed to citizens or permanent residents of Canada. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Mathematics and Statistics welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If additional assistance is required, the York affirmative action office can be reached at (416) 736-5713

UNIVERSITY OF BRITISH COLUMBIA — The Department of Statistics at the University of British Columbia invites applications for two tenure-track Assistant Professorships (one to be joint with another academic unit), starting July 1, 2001, subject to final budgetary approval. Required: PhD in Statistics, demonstrated potential for excellence in teaching and research in areas consistent with the Department's hiring plan (see http://www.stat.ubc.ca). Duties include research as well as undergraduate/graduate teaching. Competitive salary based on qualifications. Applications by Jan1/01 to include a CV and statements of research activities/plans and teaching philosophy. Arrange for three letters of reference to be sent to Committee on Appointments, Department of Statistics, Room 333-6356 Agricultural Road, University of British Columbia, Vancouver, BC, Canada V6T 1Z2. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents

SIMON FRASER UNIVERSITY

Canada Research Chair
Management of Technology

The Faculty of Business Administration at Simon Fraser University invites applications and nominations for the position of Canada Research Chair – Management of Technology. This academic position is an integral component of Simon Fraser University's Strategic Research Plan to meet the needs of the knowledge-based society and economy.

The Faculty is interested in expanding its research efforts into the emerging domain of technology-based business enterprises. The subject area, Management of Technology, will be interpreted quite broadly. It includes features of Policy, Management, Leadership, and other business disciplines used to study the transfer of knowledge between scientific research, technical innovations and the practice of management.

The successful candidate will have an outstanding record of scholarship in one or more of these subject areas. In addition, he/she will have extensive experience interacting with business firms whose success depends on their management of technology. Such firms are ones that use new technology to innovate in the areas of product and service design, that develop new methods and procedures to produce those products and services, and that articulate and implement the conceptual tools used to obtain successful business practices. The CRC appointee will also continue, and develop further, his/her current research programs as well as facilitate the ongoing research of existing faculty into technology management.

The Faculty of Business Administration at SFU offers a full range of post-secondary and graduate programs, including an MBA Management of Technology Program as well as regular and executive MBA programs, an on-line Graduate Diploma in Business Administration, and a substantial BBA program for undergraduate students. We have substantial strengths in teaching and research excellence with a history of successful experiences in cross-disciplinary work and contact with the business community. Located in the Lower Mainland of British Columbia, Simon Fraser University is ranked as one of the best comprehensive universities in Canada.

In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

The search will close on December 29, 2000 or when the position has been filled.

Send applications and nominations to: Dr. Larry Pinfield, Chair, CRC Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6 Canada. • E-MAIL: pinfield@sfu.ca • FAX: 604-291-4920

www.sfu.ca www.bus.sfu.ca

University of Alberta
Edmonton

Dean, Faculty of Extension

The University of Alberta invites national and international applications and nominations for the position of Dean of the *Faculty of Extension*.

In the role of Dean of the Faculty of Extension you will be responsible to the Vice-President (Academic) and Provost of the University of Alberta for the supervision and administration of academic programs, budget, and all activities of the Faculty. As a visionary and innovative leader, your commitment to promoting advanced study and innovative practice in University extension and community engagement is crucial to meeting the mandate of the Faculty and the goals of the University.

Your combination of administrative experience, superior communication and entrepreneurial skill will provide the impetus and foresight to carry on the transformation and advancement of new and ground-breaking programs and direction within the Faculty. The transformation involves a more comprehensive, inclusive, balanced, and focused vision for university extension in responding to changing and expanding market opportunities. You will work collaboratively with academic, industry and public service partners and stakeholders worldwide to develop the Faculty into a recognized leader in the areas of enhanced workplace learning and knowledge management. You will strategically monitor and coordinate the provision of revenue generating programs, products and services devoted to meeting the needs of continuous learners through conventional methods as well as leading-edge technology.

You have a broad, strategic understanding and vision for the potential of extension and community engagement in the context of a research-intensive university. You also understand the academic environment as well as the core values critical to upholding and enhancing the unique nature of extension functions of promoting and facilitating access to continuous learning through applied practice, innovative research, inquiry and instruction.

The staff complement of the Faculty includes 11.5 tenure-track and 29 temporary academic positions engaged in program research, development, evaluation and delivery. Seventy-six support staff provide assistance in coordinating and implementing the development, marketing and delivery of the Faculty's programs and courses. Additionally, several hundreds of instructors contribute subject area expertise to more than 12,000 learners annually. For additional information about the Faculty, please consult the website located at http://www.extension.ualberta.ca/

The University of Alberta offers in excess of 4,500 courses through 16 Faculties, with a combined enrollment of more than 30,000 students. The University plays an integral role in the educational, business, and cultural life of Alberta through the impact of its integrated mandate of teaching, research and community service.

Written nominations for the position, or applications supported by a curriculum vitae and the names of three referees, should be submitted by December 31, 2000 to:

Dr. Doug Owram, Vice-President (Academic) and Provost
Third Floor, University Hall
University of Alberta
Edmonton, Alberta, Canada, T6G 2J9

The appointment for the position of Dean of the Faculty of Extension will take effect July 1, 2001 or as soon as possible thereafter. The incumbent Dean has completed his term and is not a candidate.

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
...it makes *sense*.

UNIVERSITY OF BRITISH COLUMBIA — Department of Statistics. Full-time tenure-track positions starting July 1, 2001 for Instructors of Statistics, subject to the availability of funds. A PhD in statistics is preferred. Other qualifications demonstrated excellence in teaching and potential for creating innovative instructional material, experience with PCs, Unix computers and common statistical software (e.g. Splus and SAS), ability to work independently, to communicate effectively, to supervise the work of others, and statistical consulting or research experience. Duties include undergraduate teaching, developing computer-based and other instructional resources and supervising instruction in the undergraduate computer lab. Competitive salary based on qualifications. Application, including CV, a statement of teaching philosophy and three letters of reference, by January 15, 2001 to Committee on Appointments, Department of Statistics, University of British Columbia, Vancouver, BC, Canada V6T 1Z2. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

THE UNIVERSITY OF WATERLOO — Biostatistics. Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science at the University of Waterloo. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the life times of individuals or units. Such data may arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology and public health. The types of problems motivating the research in this position arise in medicine. There will be contact and collaboration with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multi-state models, and design for studies of complex disease processes. Faculty in the department with interests in biostatistics include K.S. Brown, R.J. Cook, J.D. Kalbfleisch, J.F. Lawless, D.E. Matthews, J. O'Hara Hines, C.A. Struthers, M.E. Thompson, among others. Candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/scientific computing. Familiarity with clinical trials and epidemiology would be an asset. The initial appointment will be for one year with the possibility of renewal for a second year. The deadline for applications is February 28, 2001, but the position may be filled earlier than that date. Those interested are encouraged to send a curriculum vitae and have three letters of reference sent to: Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

THE UNIVERSITY OF WATERLOO — Statistics. The Department of Statistics and Actuarial Science invites applications for a tenure-track or definite term position in Statistics. Department interests cover a wide range of topics in insurance, statistical methods and theory, statistical computing, stochastic modelling and areas of application. Applicants must have a PhD by the time of appointment, with research in statistics or probability. They must have demonstrated ability in research and good teaching and communication skills. Duties include undergraduate and graduate teaching, and development of an independent research program. Although an appointment at the Assistant or Associate Professor level is anticipated, consideration may be given also to more senior applicants. Salary will be commensurate with qualifications and experience. This appointment is subject to the availability of funds. The appointment is effective July 1, 2001 or later. The closing date for applications is December 31, 2000. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M. E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Canadians and Permanent Residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

MEDIA STUDIES

THE UNIVERSITY OF WESTERN ONTARIO — Assistant Professor, Media and Education Studies. The Faculty of Education and the Faculty of Information and Media Studies invite applications for a full-time probationary (tenure-track) appointment at the rank of Assistant Professor. This position is a joint appointment between the two units. Candidates should have a PhD in Education, Communications, Media Studies or a related discipline and show evidence of strong research potential and excellence in teaching. The position will commence on July 1, 2001. Applicants should have a demonstrated research interest in the critical and theoretical analysis of learning technologies and/or the social construction of learning technologies. Other pertinent areas of research interest would be new learning environments, interactive learning, distance studies and delivery, or multimedia. Teaching experience at the elementary or secondary levels would be an asset. The successful applicant will bring enthusiasm, academic strength and collaborative abilities to the two units. Teaching duties will include the development and delivery of courses within the various graduate and undergraduate programs in the two Faculties. More information on both faculties can be obtained from www.fims.uwo.ca and www.uwo.ca/edu/. Interested candidates should send their curriculum vitae, names and addresses of three referees and copies of their scholarly writing, by January 15, 2001, to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON N6G 1G7; telephone: 519-661-2080; fax 519-850-2377. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents.

MEDICINE

UNIVERSITY OF CALGARY — Possible 3-year post-doctoral fellowship in the history of medicine. This search is linked to an application to the Health Career Awards of the Canadian Institute for Health research. Preference will be given to permanent residents of Canada. Although preference will be given to projects relevant to Canada, such as history of medicine in Canada, history of health or disease in Canada, or comparative subjects with a strong Canadian dimension, all areas of the history of medicine will be considered. Send detailed project description, CV, and 3 letters of reference to History of Medicine Search, Department of History, University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4. Canada Deadline for application is October 31, 2000.

THE UNIVERSITY OF BRITISH COLUMBIA — Maternal Fetal Medicine. The Children's & Women's Health Centre of British Columbia is seeking full time clinical positions in the division of Maternal-Fetal Medicine. The Division of Maternal Fetal Medicine, Department of Obstetrics & Gynecology, University of British Columbia has a distinguished history of academic and research achievements and is searching for a dynamic individual to join a team of committed Maternal Fetal Medicine sub-specialists. The successful candidates will have a demonstrated interest in obstetric/maternal-fetal medicine and be expected to participate in teaching and clinical research. B.C. Women's Hospital is the tertiary referral women's hospital for the province of British Columbia. The selected applicants will be expected to work in concert with other health professionals to provide an integrated approach to the provision of health services. The applicants must have their Royal College (Canada) fellowship training in Obstetrics & Gynecology and Maternal Fetal Medicine. They must be eligible for registration in Canada in MFM. The applicants should have a proven academic and research record or have demonstrated the potential to be productive academically or have a strong commitment to education. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The Children's & Women's Health Centre of British Columbia hires on the basis of merit and is committed to employment equity. Review of applications will commence immediately. Interested applicants should submit a letter and their curriculum vitae including a list of three references by January 31st, 2001, to: Dr. D. Wilson, MD, FRCPC, Professor and Head, Department of Maternal Fetal Medicine, British Columbia Women's Hospital, 4500 Oak Street, Vancouver, B.C. V6H 3N1.

MICROBIOLOGY & IMMUNOLOGY

DALHOUSIE UNIVERSITY — Faculty Position. Infectious Diseases/Microbial Genomics. As part of an ongoing expansion of a multi-departmental research initiative in infectious diseases and microbial genomics, applications are invited from scientists with a PhD or equivalent degree for one or more full-time academic positions in the Faculty of Medicine, Dalhousie University and t.W.K. Grace Health Centre. One position will share responsibility for oversight of a pediatric clinical microbiology laboratory and therefore will require formal postdoctoral training in clinical microbiology which would make the candidate eligible for certification in Canada or the United States. This individual will be expected to develop a nationally funded research program in the areas of antibiotic resistance or intracellular bacterial pathogens, two areas of focus within these Departments. The successful candidate will be encouraged to participate in undergraduate/graduate teaching and graduate student research supervision. This position would initially be a three-year limited term appointment with the possibility of tenure-track. With the establishment of the Centre for Comparative and Microbial Genomics, as part of a Genome Canada initiative, it is anticipated that additional positions will be available for individuals with interests in intracellular pathogens and microbial genomics. Initial salary award with 75% protected research time and research establishment grants are available through the research programs of the t.W.K. Grace Health Centre, whose vision is to improve the health of children and women. Academic rank will be commensurate with seniority and appointment will be effective on or about July 1, 2001. Closing date for applications is January 1, 2001. Please direct a curriculum vitae, names and addresses of three references and a brief research outline to: Christine Anjowski, Administrator, Department of Microbiology and Immunology, Faculty of Medicine, Rm. 7C5, Sir Charles Tupper Medical Bldg., 5859 University Av., Dalhousie University, Halifax, Nova Scotia, B3H 4H7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

UNIVERSITY OF SASKATCHEWAN — Microbiologist. Applicants are invited for a tenure-track Assistant Professorship; outstanding candidates of higher rank will also be considered. Clinical scientists working in the area of microbial pathogenesis with interests in genetic basis and molecular mechanisms of pathogenesis, including manipulation of immune responses, or drug discovery are encouraged to apply. The position is open to individuals with PhD, MD, or M.D./PhD degrees. The candidates for the position must have appropriate clinical microbiology training to allow staff appointment within the Saskatoon District Health at Royal University Hospital (serving a testing radius of 350,000 people), and be either Board certified (Canada or US) or eligible to be certified within four years. Qualified candidates will have a demonstrated record of scholarly, laboratory-based achievements and the scientific background to conduct independent, extramurally-funded research. Service responsibilities will be within the Division of Clinical Microbiology (sections: bacteriology, virology, mycobacteriology and infection control) in the Department of Laboratory Medicine, Saskatoon District Health. These may include, bacteriology, serology, mycology, parasitology, virology and mycobacteriology. Participation will be expected in teaching responsibilities of the Department of Microbiology and Immunology for students in colleges in Health Sciences (medical, nursing, pharmacy) and Arts and Science. The successful candidate will engage in scholarly work related to their research interests. The faculty of the Department of Microbiology and Immunology, College of Medicine, includes basic science microbiologists, immunologists, infectious disease physicians, medical microbiologists, microbial geneticists, and virologists. Applications accompanied by a curriculum vitae, statement of research, future plans, and names of three references, should be submitted by December 31, 2000 to: Dr. Sidney Hayes, PhD, Head, Department of Microbiology and Immunology, College of Medicine, University of Saskatchewan, 107 Wiggins Road, Saskatoon, Saskatchewan S7N 5E5, Canada. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

NEPHROLOGY

DALHOUSIE UNIVERSITY — The Division of Nephrology, Dalhousie University/Queen Elizabeth II Health Sciences Centre in Halifax seeks applicants for the position of an Academic Nephrologist. The successful candidate will be certified in General Internal Medicine by the Royal College of Physicians and Surgeons of Canada and will also hold a Certificate of Special Competence in Nephrology as issued by the Royal College. The position will require broad expertise in the practice of clinical nephrology with competence in general nephrology, dialysis and kidney transplantation. In addition, the successful applicant will be prepared to teach Nephrology and General Internal Medicine at the undergraduate and graduate levels. In addition, there may be an opportunity for research and/or administrative functions depending upon the interest and expertise of the successful candidate. This position will be available on or before July 1, 2001 and applications close as of November 1, 2000. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian Citizens and permanent residents. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified aboriginal people, persons with disabilities, racially visible persons and women. Applications and three written references should be sent to Dr. David J. Hirsch, Head, Division of Nephrology, Dalhousie University, QE II Health Sciences Centre, Suite 5079 Dickson Building, 5820 University Avenue, Halifax, Nova Scotia B3H 1V8.

NURSING

DALHOUSIE UNIVERSITY — Maternal Child Nursing. Applications are invited for a full-time probationary tenure track position in the School of Nursing in the area of Maternal Child Nursing commencing August 1, 2001. The Dalhousie University School of Nursing is part of the Faculty of Health Professions whose mission is to show leadership in diverse and critical scholarship, education and action to effect social change for health. The School of Nursing offers programs leading to a Bachelor of Science in Nursing for both basic and post-diploma students, and a Nurse Practitioner Program. The Master of Nursing Program offers thesis, non-thesis, and advanced practice options. In addition, the School offers a joint graduate program in Nursing/Health Services Administration. Programs are offered on-site and through distance learning technology, and are congruent with the philosophy of adult education. The successful candidate's primary responsibilities will include teaching undergraduate and graduate level courses including clinical teaching in the area of maternal child nursing, developing a program of on-going research, and participating on master thesis committees. Protected research time is a component of assigned faculty workload, and attractive research funding support may be negotiated. The opportunity to negotiate a joint appointment with an appropriate health care agency is also available. Requirements for this positions are a master's degree and a doctoral degree (or a doctoral degree in progress), one of these degrees must be in nursing; recent practice expertise in maternal child nursing; demonstrated teaching effectiveness, evidence of an active or developing research and publication program; eligibility for registration with the Registered Nurses' Association of Nova Scotia, and the ability to work collaboratively. Familiarity with diverse research methodologies and experience in distance education area assets. Because of the diversity of our student population and constituencies in the Atlantic region, the School is making special efforts to increase the diversity of its faculty. Aboriginal and African Canadian applicants with Master's level qualifications or a doctorate in progress, or who are prepared to complete doctoral studies in the early years of their appointment will be considered. Halifax is a small, historic, and culturally active city located in a province with substantial lifestyle advantages such as music, theater, festivals, ocean beaches, hiking, camping, and whale watching. Applicants should submit a cover letter stating qualifications and abilities, a curriculum vitae, a copy of their current provincial nursing association registration and the name, address and phone number of three referees, to: Pauleste Dunn, Administrative Coordinator, School of Nursing, Dalhousie University, Halifax, Nova Scotia B3H 3J5, fax (902) 494-3487, e-mail: pauleste.dunn@dal.ca. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval. Application deadline: January 1, 2001.

OCEANOGRAPHY

THE UNIVERSITY OF ALBERTA — Department of Earth and Atmospheric Sciences, is seeking an oceanographer with teaching and research interests in the role of the oceans in the global climate system. The successful candidate must demonstrate that he/she has the ability to interact with other research groups in the department (e.g., meteorologists, glaciologists, sedimentologists and paleontologists). The Department of Earth and Atmospheric Sciences has an international reputation for excellence in teaching. The incumbent will be expected to teach oceanography and possibly introductory earth science and global change courses, and to initiate an innovative and rigorous research program that includes supervision of MSc and PhD students. Detailed information on the faculty and facilities of the department can be found on the World Wide Web at www.ualberta.ca/EAS. The appointment for this position will be at the Assistant Professor level. Applicants must hold a PhD degree and have a proven research record. The appointment will commence on July 1, 2001 provided that a suitable candidate can be found. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3. Fax: (780) 492-8190. Applications by e-mail will be declined. Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is January 31, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PATHOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — Director of Pathology and Laboratory Medicine. Children's & Women's Health Centre of British Columbia, a tertiary care hospital affiliated with the University of British Columbia, is seeking a Director for the Department of Pathology and Laboratory Medicine. C&W is an internationally renowned pediatric medical centre with over 9,000 admissions and 100,000 ambulatory visits per year. C&W is also a leader in women's health care with 7,400 births annually and a full range of women's health programs. The Pathology department has been carefully integrated with the clinical services to maximize patient care, efficiency and enhance academic endeavours in a collaborative manner. The Department is the provincial referral centre for pediatric and obstetric laboratory medicine and is responsible for such provincial programs as Newborn Screening, Triple Marker Screening and Molecular Genetic pathology (non-tumour). The Pathology department is internationally recognized as a major centre for pediatric, embryofetal and obstetric pathology. The Director will have administrative, teaching and research responsibilities for Pathology and will oversee a staff of 200 including 20 Pathologists and Scientists. You are an experienced Anatomic or Clinical Pathologist with documented administrative and leadership ability. You will have a demonstrated commitment to education and evidence of academic productivity to merit national recognition and/or international recognition. Academic rank, dependant on qualifications, will be recommended through the Department of Pathology, University of British Columbia. You must be eligible for licensure in the province of British Columbia and have certification from the Royal College of Physicians of Canada or equivalent. For further information about C&W visit us at www.cw.bc.ca. The anticipated start date for this position is February 2, 2001. Interested candidates should

---

The Canadian Association of University Teachers Announces the 33nd Annual

J.H. Stewart Reid Memorial Fellowship for 2001–2002 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association.

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Duration of one year

Application Closing Date:
April 30, 2001

The Fellowship recipient will be announced in July 2001. An announcement will also appear in a fall edition of the CAUT Bulletin.

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant status from April 30, 2000 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2001.
- A first class academic record in a graduate program.

For further information and application forms, write to:
Peggy Richer, Awards Officer, Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2; richer@caut.ca
or visit our web site at stewartreid.caut.ca.

CAUT

Communication de l'Association canadienne des professeures et professeurs d'université

La 33e bourse annuelle J.H. Stewart Reid pour études doctorales 2001–2002

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

Critères :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- D'une durée d'un an

Date limite des demandes :
30 avril 2001

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2001. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Conditions :
- Être inscrit dans un programme de doctorat dans une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu depuis le 30 avril 2000 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2001.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Renseignements et formulaires de demande :
Peggy Richer, agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prom. Queensview, Ottawa ON K2B 8K2; richer@caut.ca ou visiter notre site : stewartreid.caut.ca.

ACPPU

rcoly by December 20, 2000, with a copy of their curriculum vitae and names and addresses of three referees to Mr. Ron McKerrow, Senior Vice President, Professional Affairs & Chief Information Officer, Children's & Women's Health Centre of British Columbia, Room 1R16, 4500 Oak Street, Vancouver, B C V6H 3N1. Submit by fax (604) 875-3582 or e-mail to careers@cw.bc.ca Call (604) 875-3750 for further information.

PEDIATRICS

THE UNIVERSITY OF MANITOBA — The Department of Pediatrics and Child Health, Faculty of Medicine, University of Manitoba and the Child Health Program of the Winnipeg Regional Health Authority (WRHA) is seeking a Pediatric Pulmonologist as a geographic full-time contingent faculty physician at the Assistant/Associate Professor level. The position involves in-hospital consultation service and participation in ambulatory clinics, including Cystic Fibrosis Clinic, Ventilator Support Clinic and Sleep Apnea Program Teaching of undergraduate and postgraduate students, as well as, to students in the allied health professions is required. Candidates must have Specialty qualifications in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba Certification in Pediatric Respirology by the Royal College of Physicians and Surgeons of Canada is preferred. Experience in pediatric bronchoscopy will be an asset. Commitment to participate in research is expected and candidates should have experience in either basic or clinical research Salary will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents Interested candidates should send their curriculum vitae together with names and addresses of three referees to Michael Moffatt, MD, FRCPC, Professor and Head, Department of Pediatrics and Child Health, CE208 Children's Hospital, 840 Sherbrook Street, Winnipeg, Manitoba, R3A 1S1; phone: 204-787-2441; fax: 204-787-4807; e-mail: mmoffatt@hsc.mb.ca Closing date for receipt of applications is November 30, 2000

PHARMACOLOGY

THE UNIVERSITY OF ALBERTA invites applications from suitably qualified candidates for a tenure track position at the level of Assistant Professor or Associate Professor to participate in the research and teaching endeavors in the Department of Pharmacology, Faculty of Medicine and Dentistry. The Department has particular strengths in the areas of neuropharmacology of the peripheral and central nervous systems, cancer biology and experimental therapeutics, toxicology, cardiovascular pharmacology and drug delivery. There are currently 21 faculty members in the Department of Pharmacology who occupy well-appointed research laboratories on the ninth floor of the Medical Sciences Building or m the adjacent Heritage Medical Research Centre. The Department maintains a strong research profile and receives funding from the Faculty of Medicine and Dentistry as well as provincial, national and international sources. For an Assistant Professor position, the successful applicant will have a PhD in Pharmacology (or closely related discipline) and will be nearing completion of his/her postdoctoral studies. For an Associate Professor position, the ideal candidate will currently hold an academic/scholarship position, preferably in Pharmacology, and have an independent and productive research program. While the Department of Pharmacology is anxious to recruit in the area of molecular neuropharmacology, those with interests in other areas of the discipline are also encouraged to apply Although some initial start-up funds will be available, the position will ultimately be funded through external agencies such as The Alberta Heritage Foundation for Medical Research (AHFMR). The granting of these awards is by competition and is made on the basis of merit. University of Alberta rank-based salaries (2000 – 2001) for Assistant Professor and Associate Professor are $43,738 to $61,906 and $54,336 to $77,688, respectively. Those who obtain Scholarship Awards from AHFMR currently receive an AHFMR Research Prize that increases their total annual remuneration package by either $10,000 (scholar) or $20,000 (Senior Scholar). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered Applications, including a curriculum vitae, a statement of research interests and objectives, together with the names of three referees, should be sent by December 31, 2000 to: Dr. A S Clanachan, Professor and Chair, Department of Pharmacology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. Website: www.pmcol.ualberta.ca . The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

THE UNIVERSITY OF BRITISH COLUMBIA — Postdoctoral Research Fellow Position. Cardiovascular Research Center, BC Woman & Children's Hospital, Vancouver, BC, Canada A post doctoral research fellow position is available for the newly established Cardiovascular Research center at the B C. Women's & Children's Hospital. A PhD degree in physiology, pharmacology or cel biology is required. A candidate with a background in electrophysiology (either patch-clamp or microelectrode technique) is preferred. This position is funded initially by CIHR grant and the successful applicant is expected to apply for external fellowship funding. The research focus of our group is Ca^{2+} regulation in vascular smooth muscle and endothelial cells under physiological and pathological conditions. A variety of techniques such as electrophysiology, Ca^{2+} imaging, molecular biology and organ bath are applied on both animal and human tissues Suitable candidates please forward your CV to: xiaodong@interchange.ubc.ca Dr. Xiaodong Wang and Cornelis van Breemen, Department of Pharmacology & Therapeutics, Faculty of Medicine, The University of British Columbia, 2176 Health Sciences Mall, Vancouver, BC, Canada V6T 1Z3 UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply

PHILOSOPHY

YORK UNIVERSITY — The Department of Philosophy, Faculty of Arts at York University invites applications for a tenure-stream appointment at the assistant professor level. The area of specialization is Ethics and Moral Philosophy. A PhD and demonstrated potential for excellence in research and teaching are required Salary is commensurate with qualifications; competitive benefits. Please send a curriculum vitae, a brief writing sample, and three academic references to: Chair, Search Committee, Department of Philosophy, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3; Fax: (416) 736-5114 The deadline for applications is December 1, 2000 For further information see (http://www.yorku.ca/philo/) For many years, York Unversity has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Philosophy welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If additional assistance is required, please call the Affirmative Action Office at (416) 736-5713. All positions at York University are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Philosophy invites applications for a tenure-track or tenured position at the rank of Assistant or Associate Professor starting July 1st, 2001. This position is subject to final budgetary approval. We are looking for candidates with research interests in Social and Political Philosophy. A completed PhD and outstanding research and teaching potential are necessary qualifications for this position. Salary is commensurate with qualifications and experience. Please send applications, cv, three confidential letters of reference, and a sample of written research by December 15th 2000 to Mohan Matthen, Head, Department of Philosophy, The University of British Columbia, Vancouver B C. V6T 1Z1 Canada. Inquiries may also be addressed to mohan.matthen@ubc.ca Late applications will be considered until the position is filled. The University of British Columbia hires on the basis of merit, and is committed to employment equity We encourage all qualified persons to apply. In order to address underrepresentation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications.

MCGILL UNIVERSITY — Assistant Professor, tenure track, beginning September 2001. Four (undergraduate and graduate) courses per year (normally two in each semester); graduate (PhD) and undergraduate supervision; usual administrative responsibilities. AOS: moral or socio-political philosophy. Department seeks candidates excellent in research and teaching with broad philosophical interests who are able to interact with colleagues in a variety of areas of philosophy. PhD is expected by time of appointment. Ability in French is an asset. The deadline for receipt of complete applications is Monday December 4, 2000. Applicatrons should include a letter of applicatron, a CV, a transcript or list of graduate coursework, a representative sample of written work, and three letters of reference Applications should be sent to: Chair, Search Committee-Dept of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC., Canada H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that application materials cannot be returned. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, but all qualified persons are encouraged to apply. McGill University is committed to equity in employment

MCGILL UNIVERSITY — The Department of Philosophy and the McGill School of Environment (MSE) Invite applications for an assistant professor, tenure track, in Philosophy of Biology, beginning September 2001 This position is shared between the Department of Philosophy and the MSE, which operates on both McGill campuses and its field stations. The successful candidate will have general competence across a broad range of the philosophy of science, and will also have a specialization in a sub-field of the Philosophy of Biology that will enrich/complement both the Dept. of Philosophy's and MSE's existing strengths Examples of such specializations include, but are not limited to, philosophical problems associated with: Bio-Diversity, the Theory of Evolution, Genetics, and Population Genetics. The successful candidate will be expected to play a role in the further development of undergraduate and graduate programmes within the School of Environment, and between the School and other departments and teaching units, and to take a leading role in shaping the History and Philosophy of Science Programme The successful applicant must demonstrate tha capability to develop a vigorous research programme, including supervision of graduate students, and to develop a graduate programme drawing on many of the Faculties with which the MSE cooperates. Ability in French is an asset. PhD is expected by time of appointment. Information on McGill, the Department of Philosophy and the MSE can be found at www.mcgill.ca. The deadline for receipt of complete applications is Monday December 4, 2000. Applications should include two copies of each of the following documents a CV, a statement of research and teaching interests, and a representative sample of written work. In addition, three confidential letters of reference should be sent under separate cover by the candidate's referees Applications should be sent to: Dr. P Suckling and Dr. Peter G Brown, Department of Philosophy, McGill University, 855 Sherbrooke West, Montreal, Quebec, Canada, H3A 2T7. We regret that applications by fax or e-mail cannot be accepted, and that application materials cannot be returned. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, but all qualified persons are encouraged to apply McGill University is committed to equity in employment.

THE UNIVERSITY OF KING'S COLLEGE — invites applications for a tenure-track appointment in Early Modern Studies at the rank of Assistant Professor commencing July 1, 2001. The University of King's College is a small liberal arts university on the campus of Dalhousie University with which it offers joint degrees in arts and sciences. The successful candidate will have a PhD (or be near completion) and strong teaching and research interests in the Early Modern Period (up to the early nineteenth century), specifically the interdisciplinary study of social, moral, political and historical thought; the ability to teach in the late modern period will be an asset. The candidate will be expected to create and teach new undergraduate courses in an interdisciplinary combined honours programme, devoted to the study of Early Modern European culture, offered jointly by the University of King's College and Dalhousie University. Applications, including a curriculum vitae, three letters of reference and a writing sample should be sent to: Dr. Neil Robertson, Director, Early Modern Studies Programme, University of King's College, Halifax, NS B3H 2A1, further inquiries can be directed to: Neil Robertson@ukings.ns.ca Closing date for applications: January 8, 2001. In accordance with Canadian immigration requirements, priority of consideration will be given to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer. This appointment is subject to budgetary approval.

THE UNIVERSITY OF KING'S COLLEGE — invites applications for a tenure-track appointment in the history of science and technology at the rank of Assistant Professor commencing July 1, 2001. The successful candidate will have a PhD (or be near completion) and strong teaching and research interests in the interdisciplinary study of science and natural philosophy, specialising in the Scientific Revolution and early modern science. The candidate will be expected to create new undergraduate courses in the interdisciplinary History of Science and Technology Programme offered jointly by the University of King's College and Dalhousie University. The ability to teach classes in the history and philosophy of modern science will be considered an asset Applications, including a curriculum vitae, three letters of reference and a writing sample should be sent to: Dr. Gordon McOuat, Interim-Director, History of Science and Technology Programme, University of King's College, Halifax NS B3H 2A1 For further information, email gmcouat@is.dal.ca Closing date for applications: January 8, 2001 In accordance with Canadian immigration requirements, priority of consideration will be given to Canadian citizens and permanent residents This appointment is subject to budgetary approval.

MCMASTER UNIVERSITY — The Department of Philosophy at McMaster University invites applications for tenure-track position in social and political philosophy The successful candidate will have a PhD and show promise of excellence in teaching and research The Department offers an honours undergraduate programme, and MA Programme and, jointly with the University of Guelph and Wilfrid Laurier University, a doctoral programme As part of the overall teaching load (normally four half-courses per year), the appointee will be expected to contribute to a new programme in Communication Studies scheduled to be introduced by the Faculty of Humanities in September 2001 The appointment will be made at the Assistant Professor level, for which the current minimum salary is $43,123 as of July 1, 2000. The starting date is July 1, 2001 Applications, including curriculum vitae, a sample publication and letters sent by three academic referees, should be addressed to Dr. Spiro Panagiotou, Chair, Department of Philosophy, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1. Applications received before December 15, 2000 will be assured of consideration. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

YORK UNIVERSITY — Faculty of Arts, Department of Philosophy invites applications for one tenure stream appointment at the Assistant Professor level. Salary commensurate with qualifications; competitive benefits. Area of Specialization: Ethics and Moral Philosophy PhD and demonstrated potential for excellence in research and teaching are required for this position Please send curriculum vitae, brief writing sample, and three academic references to Chair, Search Committee, Department of Philosophy, York University, 4700 Keele St., Toronto, Ontario, Canada M3J 1P3 Fax (416) 736-5114 Deadline for applications: December 1, 2000 For further information see http://www.yorku.ca/philo/ For many years, York University has had a policy of employment equity, including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify Philosophy welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples If additional assistance is required, please call the Affirmative Action Office at (416)-736-5713. All positions at York University are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

THE UNIVERSITY OF WINDSOR — invites applications for several positions in Philosophy commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Bruce Tucker, Head, History, Philosophy and Political Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253-3000, Ext. 2347, Fax: 519 971-3610, Email: tucker1@uwindsor.ca

UNIVERSITY OF TORONTO AT MISSISSAUGA — Erindale College, Philosophy. Applications are invited for a tenure-track position, Assistant Professor, Department of Philosophy, Erindale College, University of Toronto. PhD and evidence of excellent teaching required Area of specialization Ethics Area of competence: Philosophy of Mind, History of Philosophy. Duties will include research and teaching in area of specialization The successful candidate will teach undergraduate courses at the Erindale campus and graduate courses at the St. George campus. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least 3 letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario M5S 1A1 Appointment commences 1 July 2001 Applications arriving after 30 November 2000 may be too late In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas

UNIVERSITY OF TORONTO AT MISSISSAUGA — Erindale College, Philosophy. Applications are invited for a tenure-stream position, Assistant Professor, Department of Philosophy, Erindale College, University of Toronto PhD and evidence of excellent teaching required Area of specialization: Cognitive Science/Philosophy of Mind. Area of competence: Philosophy of Language. Duties will include research and teaching in area of specialization The successful candidate will teach undergraduate courses at the Erindale campus and graduate courses at the St. George campus. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least 3 letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario M5S 1A1 Appointment commences 1 July 2001 Applications arriving after 30 November 2000 may be too late In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas

SIMON FRASER UNIVERSITY — Department of Philosophy. Applications are invited for two tenure-track positions at the rank of Assistant Professor. For both positions areas of specialization are any area of epistemology, metaphysics or history of philosophy Areas of competence open, but an important criterion in selecting candidates will be their competence to fill curricular needs, which include some combination of the following areas: philosophy of biology, philosophy of language, aesthetics, continental philosophy, feminist philosophy, history of ancient and/or early modern philosophy. Although preference will be given to Canadian citizens and permanent residents, all applicants will receive serious consideration SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants SFU operates with a year-round trimester system, two teaching terms and one research teaching load is normally two courses per teaching term, plus supervisory and committee duties. The department offers undergraduate major and honours programs as well as MA and PhD, including a joint PhD program with UBC. Salary dependent on qualifications. Start Date: Position #1 September 1, 2001 Position #2. September 1, 2002 (may begin Sep-

MARKIN-FLANAGAN DISTINGUISHED WRITERS PROGRAMME

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

RESIDENCY OPPORTUNITY FOR WRITERS AT UNIVERSITY OF CALGARY

Applications are invited for the position of Writer-In-Residence from August 15, 2001 to June 15, 2002. The Markin-Flanagan Programme offers this residency in the English Department of the University of Calgary for emerging Canadian writers as a benefit to regional and local communities.

This 10-month appointment offers a salary of $42,833. Candidates should have between one and four published books, and preferably, but not necessarily, hold a university degree. The residency will include time for writing, manuscript consultations, public presentations, assistance with hosting other visiting writers, and related duties.

Applicants should submit a curriculum vitae, published books, a statement of their interest in the residency and a single page description of projects to be undertaken during the residency. They should send their application by mail or courier, with three letters of reference to:

Dr. Pierre-Yves Mocquais, Dean, Faculty of Humanities
Room SS 1346, University of Calgary
2500 University Drive N.W., Calgary, Alberta, T2N 1N4

DEADLINE FOR SUBMISSIONS IS NOVEMBER 30, 2000.

Further information: Sandra Vida, Coordinator
(403) 220-8177, svida@ucalgary.ca

The University of Calgary respects, appreciates and encourages diversity

www.ucalgary.ca

Concordia
UNIVERSITY

Chair, Department of Computer Science

Concordia University's, Faculty of Engineering and Computer Science is seeking a dynamic leader for its Department of Computer Science.

As the University is taking on ambitious programs of expansion in all areas of information science and engineering, the Department of Computer Science is one of Concordia's highest academic priorities. With 35 full-time faculty positions, it caters to 700 undergraduate students and 250 graduate students. The Department offers undergraduate degrees in Computer Science (with options in Information Systems, Software Systems, Computer Systems and Computer Applications), and Software Engineering, including a co-operative study option. In addition to the Masters and PhD programs in Computer Science, the Department offers a well-recognized and highly demanded Diploma program.

Renowned for its excellent research track record, the Department has established areas of strength in databases, bio-informatics, human-computer interfaces, machine intelligence, real-time systems and networks. It houses the internationally known Centre for Pattern Recognition and Machine Intelligence. As well, its faculty members participate in two inter-university research centres for mathematical computing and VLSI architecture and are active in Networks Centres of Excellence, specifically CIRT and IRIS.

Concordia University is situated in downtown cosmopolitan Montreal, the multicultural centre of Canada. It is currently enjoying high-growth due to the software industry's main areas of development, particularly in telecommunications, aerospace, software development and multimedia, and is gaining a reputation as one of the Information Technology headquarters of Canada.

The successful candidate should possess a PhD in Computer Science or in a related field, an excellent and established academic record, demonstrated administrative experience, and superior interpersonal and communications skills.

Applications and nominations should be forwarded to:

Dean, Faculty of Engineering and Computer Science
Concordia University
1455 de Maisonneuve Blvd., West
Suite LB-1001
Montreal, Quebec
Canada H3G 1M8

For more information on our Faculty, visit our website: www.encs.concordia.ca

Application Deadline: Candidates for this position will be considered until the Faculty's Search Committee has made a final decision.

tember 1, 2001, subject to budgetary approval) Letters of application should include CV, samples of written work, teaching record (if any), and other relevant information. Applications should include three letters of reference. Deadline November 23, 2000 Applications should be sent to Chair, Department of Philosophy, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6

PHYSICAL EDUCATION

BROCK UNIVERSITY — Faculty of Applied Health Sciences, Department of Physical Education is seeking applicants with expertise in the area of disability studies for a probationary/tenure-track position at the rank of Assistant Professor effective July 1, 2001. Applicants should have a doctorate and a demonstrated research program. In addition, applicants should have the ability to teach in at least two of the following areas: assessment and training, therapeutic programming, neuroscience applications, and/or research methods. A focus on disability and aging would be an asset. The closing date for applications is January 12, 2001 and the review process will continue until the position is filled. Brock University is in the middle of a major building campaign that includes 10,000 sq. ft. of new laboratory and research space for the Faculty of Applied Health Sciences. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and three letters of reference to: Dr. Anna Lathrop, Chair, Department of Physical Education, Faculty of Applied Health, Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1, e-mail: alathrop@arnie.pec.brocku.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the university's web site at www.BrockU.ca

PHYSICS

THE UNIVERSITY OF ALBERTA — Department of Physics, invites applications for a tenure track faculty position in astrophysics. We are primarily interested in candidates in theoretical astrophysics, but outstanding candidates in related areas are encouraged to apply Applicants are expected to possess an exceptionally strong and internationally recognized research record, and outstanding promise for future research and accomplishments. The successful candidate must also have a commitment to undergraduate and graduate education in both physics and astrophysics. We seek candidates at the Assistant Professor level, but a truly exceptional candidate at a higher level may be considered. The Department of Physics has over 30 faculty. Ongoing research programs related to astrophysics include relativistic astrophysics, observational astronomy, plasma physics, space physics, gravity, and cosmology. See www.physics.ualberta.ca for further information. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, others individuals will be considered. The application should include a curriculum vitae and a research plan and the applicant must have at least three confidential letters of reference sent to the address below, on or before the closing date, January 31, 2001. The suggested starting date is July 1, 2001. Astrophysics Search and Selection Committee, Dr. John Samson, Chair, Department of Physics, University of Alberta, 412 Avadh Bhatia Physics Lab, Edmonton, Alberta, Canada, T6G 2J1. Fax: (780) 492-0714, E-mail: dept@physualberta.ca The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP) The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MCGILL UNIVERSITY — Experimental Physics and Chemistry of Materials. Tenure-Track Faculty Position. The Departments of Physics and Chemistry at McGill University are expanding their research in Experimental Materials Science. Applications are invited for a joint (Chemistry and Physics) tenure-track position at the rank of Assistant Professor, beginning no later than September 2001. We seek candidates with a proven record of excellence in experimental research who will strengthen or add to existing research interests in the two departments. Faculty members are currently active in the fields of magnetism, thin films, surface science, scanning probe techniques, nanoelectronics, meso-scale phenomena, neutron and synchrotron x-ray scattering, non-equilibrium processing, hydrogen storage, bio-materials, macromolecular self-assembly, liquid crystals, polymer synthesis and morphology, drug delivery, colloids, NMR, non-linear optical materials, conducting polymers, electrochemistry and the kinetics of phase transitions. For more information, consult the web page http://www.physics.mcgill.ca/joint_position.html. Candidates are expected to have a capacity for excellence in teaching and will have teaching responsibilities in both departments. The successful candidate will be invited to join the Centre for the Physics of Materials. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a detailed research plan. They should also arrange for three letters of reference to be sent directly to: Professor Jean Barrette, Chair, Department of Physics, McGill University, 3600 University St., Montreal, Que. Canada, H3A 2T8. Review of applications will begin December 15th, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

THE UNIVERSITY OF ALBERTA — The Department of Physics, (www.phys.ualberta.ca) invites applications for an Assistant Professor, tenure track position in experimental condensed matter physics, as part of a planned expansion of the University's Engineering Physics program. We are especially interested in candidates whose research involves nanoscale physics, but we encourage applications from outstanding candidates in other fields of condensed matter physics. Applicants will be expected to establish a strong research program and should be committed to undergraduate and graduate teaching. The Department has about 35 faculty with research interests in astrophysics, geophysics and subatomic physics as well as in condensed matter physics. Our condensed matter group emphasizes the physics and nanostructures and includes well equipped labs for ultrafast laser spectroscopy and scanning probe microscopy, ion implantation, electron microscopy, low temperature physics and high temperature superconductivity. Other facilities for microand nano-fabrication are available in the University of Alberta MicroFab (www.ualberta.ca/~microfab/). Recent initiatives by the Governments of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See, for example, www.gov.ab.ca/sra, www.icore.ca, www.gov.ab.ca/is/ahfier, and www.innovation.ca, for further information. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The application should include a curriculum vitae, a research plan, and a description of teaching experience and interests. The applicant must have at least three confidential letters of reference sent to the address below, on or before the closing date of February 1, 2001. The suggested starting date is July 1, 2001. Condensed Matter Search and Selection Committee, Dr. John Samson, Chair, Department of Physics, University of Alberta, 412 Avadh Bhatia Physics Lab, Edmonton, Alberta, Canada T6G 2J1. Fax: (780) 492-0714, E-mail: dept@physualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Physics and Astronomy is seeking to identify outstanding candidates for a Canada Research Chair in the areas of nanotechnology and biophysics at the level of Assistant Professor. In an exceptional circumstance, appointment at a more senior level may be possible. A successful candidate would be expected to lead a vigorous research program focussed on the application of nano-fabrication to the development of new tools and technologies for genomics, proteomics, and cell biology. Applications may include sorting, detecting, and analyzing bio-molecules and cells using lab-on-a-chip devices, and development of nano-scale hybridization detection systems for studies of gene expression or protein function. This initiative will connect to a wide variety of efforts currently underway both at UBC and in the local genomics community. These include the Laboratory of Molecular Biophysics, the Centre for Integrated Genomics, and the Advanced Materials Processing Engineering Laboratory (AMPEL) and would benefit from considerable cross-fertilization with members of these groups. Advances made in this area of research are expected to form the basis of future generations of biological macromolecules and would thus form an invaluable resource for the large scale genomics efforts being undertaken in and around UBC. This initiative is part of a "Biotechnology and Genomics" cluster, organized in co-operation with the Departments of Botany, Chemistry, Math, Microbiology, Zoology, and the Faculty of Agricultural Sciences. More information on this position and the cluster may be found at: www.physics.ubc.ca/~andrei/cr/cr-genomics.html or by contacting: nanobio@physics.ubc.ca. There is no deadline for application, but applicants should forward as soon as possible a curriculum vitae, a statement of research interests and future plans, and arrange for three letters of reference to be sent directly to the address listed on the web page. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

ST. FRANCIS XAVIER UNIVERSITY — The Physics Department invites applications for the first (beginning Sept. 1, 2001) of several appointments that will be made over the next few years to replace retiring faculty. The department has identified three priority areas of research for this renewal process: photonics (as related areas), materials, and modelling and simulation. For the first appointment priority will be given to an experimentalist. The appointment is subject to budgetary approval. We seek candidates with an excellent research record and a strong commitment to, and some demonstration of success at, undergraduate teaching. Applicants should have a PhD degree and postdoctoral research experience. The Physics Department has an excellent research record and it also places strong emphasis on undergraduate teaching. The University is primarily an undergraduate institution. It offers Honours, Advanced Major and Major degrees in physics. There is an approved M.Sc. program in physics. Interested candidates are invited to visit the department website at: http://www.stfx.ca/academic/physics/. The deadline for the receipt of applications and all supporting documents is January 15, 2001. All candidates should submit a detailed curriculum vitae, a research plan, and a statement of their teaching philosophy and preferences to the address below. They should arrange for three confidential letters of recommendation to be sent to the same address. These letters should address the candidate's teaching and research ability, and her or his willingness to interact with others and to accept a fair share of additional responsibilities. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. FX University is committed to employment equity and invites applications from all qualified candidates, including women, aboriginal persons, members of visible minority groups, and persons with disabilities. Send documentation to: Dr. D.L. Hunter, Chair, Physics Department, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2E5.

ST. FRANCIS XAVIER UNIVERSITY — The Department of Physics invites applications for a limited term, sabbatical replacement position September 1, 2001 to May 31, 2002. The appointment is subject to budgetary approval. We are looking for someone with experimental experience, able to teach courses and laboratories in digital and physical electronics. Other teaching responsibilities can be negotiated although knowledge of atomic and molecular physics would be an advantage. Preference will be given to candidates with a PhD and demonstrated teaching competence. The Physics Department has an excellent research record and it also places strong emphasis on undergraduate teaching. The University is primarily an undergraduate institution. It offers Honours, Advanced Major and Major and Major degrees in physics. There is an approved M.Sc. program in physics. Interested candidates are invited to visit the department website at: http://www.stfx.ca/academic/physics/. The deadline for the receipt of applications and all supporting documents is January 15, 2001. All candidates should submit a detailed curriculum vitae and a statement of research and teaching interests to the address below. They should arrange for three confidential letters of recommendation to be sent to the same address. These letters should address the candidate's teaching and research ability, and her or his willingness to interact with others and to accept their share of additional responsibilities. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. FX University is committed to employment equity and invites applications from all qualified candidates, including women, aboriginal persons, members of visible minority groups, and persons with disabilities. Send documentation to: Dr. D.L. Hunter, Chair, Physics Department, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5.

PLANT ECOLOGY

UNIVERSITY OF TORONTO AT SCARBOROUGH — Plant Ecology. The Division of Life Sciences, University of Toronto at Scarborough, invites applications for a tenure-stream position in plant ecology. Applicants must have a PhD (or equivalent), and preferably one or more years of postdoctoral experience. The successful candidate will complement current research and teaching strengths in the division and will be expected to take an active role in both undergraduate and graduate teaching, and to develop a strong research program. Interested applicants should submit a complete cv, a statement of research and teaching interests, three letters of recommendation (including comments on teaching ability and publications), and copies of recent reprints to: Dr. Ron Dengler, Associate Chair, Biology Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4 Closing date for applications is January 5, 2001. The appointment will be at the Assistant Professor level, and salary will be commensurate with qualifications. The position will be effective July 1, 2001, subject to budget approval. The University of Toronto is strongly committed to diversity within its community. The university especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

POLITICAL SCIENCE

THE UNIVERSITY OF WINNIPEG — Tenure-Track Position, Canadian Politics. The Department of Political Science at the University of Winnipeg invites applications for a probationary tenure-track position, at the rank of Assistant Professor in Canadian Politics. Subject to budgetary approval, this appointment is effective 1 September 2001. Salary commensurate with qualifications and experience. The successful candidate must have a strong commitment

Dean of the Faculty of Law

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

Since 1976, the **Faculty of Law** at the University of Calgary has offered its students a unique legal education. Our small class sizes make it possible for learning to occur in a more personal setting. Currently, we have 19 faculty members and approximately 200 undergraduate and graduate students. Our special research and teaching strengths are in areas of skills training, natural resources and environmental law and policy (the focus of our graduate program), and social responsibility. We place an emphasis on the human element involved in any legal career, including considerations of professional responsibility, ethics, and working in a diverse society.

We are seeking a Dean who will develop a vision of the future of legal education at the University of Calgary that is built on an understanding of the history and special place of our Faculty and that will take into account fundamental changes to legal education expected in the upcoming years. To translate vision into action, the Dean will need to be comfortable in leadership roles and have the experience to make and implement the difficult decisions those fundamental changes may require. The Dean will lead a Faculty accustomed to consensus-building, collaborative planning, and transparency in internal processes.

The Dean must have a proven commitment to excellence in scholarship, teaching, and service with a particular interest in increasing the research profile of the Faculty. As a member of the University's senior administrative team, the Dean will have a reputation for integrity, an aptitude for administration, and enthusiasm for building relationships with the faculty, staff, students, alumni, and other members of the University and legal communities. The Dean will respect and promote principles of equity and diversity in the management of the Faculty.

Calgary is a dynamic, entrepreneurial community with a strong economy and a growing international reputation. It has a diverse legal profession with individuals working in a myriad of roles. The Faculty of Law enjoys a strong connection with the Calgary legal community. This relationship has enabled us to enrich our teaching program through the participation of practicing professionals as sessional instructors.

This same spirit and energy is reflected in the University of Calgary community. The U of C is one of Canada's major research-intensive universities, offering a full complement of faculties and programs. Its 35-year history leads it to combine the best of long-established university traditions with the freshness, originality and independence of the Calgary environment.

A profile of the University and the Faculty of Law is available on the World Wide Web at **http://www.ucalgary.ca**

Applications, including a curriculum vitae and confidential letters from three referees, should be submitted **by January 1, 2001,** to:

Dr. Ronald Bond
Vice-President (Academic) and Provost
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4
rbond@ucalgary.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Assistant Professor
Child Welfare, School of Social Work

The University of Victoria, School of Social Work is introducing a Child Welfare Specialization within the BSW degree. Applications are invited for a tenure-track position at the rank of Assistant Professor to commence on July 1st, 2001. The primary focus of this position will be on child welfare teaching, research and community service. The School of Social Work offers BSW and MSW. The School has a mission statement that focuses on social justice and anti-oppressive social work practice. Applicants are sought who have

- A commitment to the child welfare field as evidenced by research and professional activity.
- Current knowledge of qualitative research methods and social work theory/practice.
- A commitment to teaching across diversity
- An understanding of anti-racist, anti-oppressive, anti-colonial practice
- Recent social work practice experience in child welfare.
- Excellent interpersonal/communication/organizational skills
- A Social Work degree and a Ph.D. degree and evidence of teaching ability

The successful candidate may contribute to our School in a number of ways:

- Teach, supervise practicum and provide academic advising for students in the undergraduate and graduate programs, with a particular emphasis on child welfare courses.
- Undertake research on child welfare and teach and supervise MSW students
- Bring their professional experience of diversity to the school.
- Relate to and be sensitive to students and their diversity.
- Be willing to teach a variety of courses through an array of delivery modes.
- Work collaboratively following a consensus-based model.
- Develop curricula for delivery of on-campus and distance education courses.
- Participate in the university and larger community.

Please submit a curriculum vitae and the names of three referees to **Andrew Armitage, Ph.D., Director, School of Social Work, University of Victoria, P.O. Box 170, Victoria, B.C., V8W 2Y2,** Fax: 250 721-6228. Phone: 250 721-8333. Deadline for applications is **December 15, 2000.**

The University of Victoria is an equity employer. Persons with disabilities, visible minorities, Aboriginal peoples and people of minority sexual orientation, are encouraged to apply and in consideration of the School's Equity Plan, and invited to identify themselves in their applications. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply, but are not eligible for appointment until a Canadian search is completed and no appointment made.

UVic UNIVERSITY OF VICTORIA

Memorial
University of Newfoundland

Distance Education Coordinator
School of Nursing

Three Year Term

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Applications are invited from qualified individuals for a three year term appointment commencing January 1, 2001. This position is shared between the School of Nursing and the School of Continuing Education. The successful candidate is responsible for coordinating the planning, development, delivery, and evaluation of the nursing distance courses. This position also involves teaching in the undergraduate and/or graduate programs of the School of Nursing, and maintaining a program of research. A Masters degree in nursing is essential and a doctorate would be preferred.

Applications accompanied by a Curriculum Vitae and the names of three referees should be submitted by **December 1, 2000** to:

Dr. Carole Orchard, Director
School of Nursing
Memorial University of Newfoundland
St. John's, NF A1B 3V6

In accordance with the Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada.

Memorial University is committed to employment equity.

to undergraduate teaching and to research. The successful candidate will have expertise within Canadian politics, including but not limited to Aboriginal politics. Candidates should be qualified to teach regular undergraduate, honours and graduate courses in Canadian Politics. In addition to undergraduate general arts, honours and four-year degrees, the department is a partner in a Master of Public Administration degree offered jointly by the Universities of Winnipeg and Manitoba. Candidates should have an active research program in a field related to the teaching duties. Candidates with a PhD and teaching experience will be preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Political Science invites applications for a limited term position, having a duration of up to five years, to commence July 1, 2001. This position is subject to budgetary approval. Applicants should have a PhD. A Limited-Term appointment shall be at the rank of Assistant Professor where the appointee holds an earned doctoral degree or equivalent. All other Limited-Term appointments shall be at the rank of Lecturer. Salary is negotiable. Applications are invited from specialists in Public Administration, with an interest in urban politics/local government. The department is especially interested in candidates with a proven record of undergraduate teaching. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications, together with a curriculum vitae and the names of three referees, should be directed to: Dr. Andrew Sancton, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON N6A 5C2. Deadline for receipt of applications: December 15, 2000.

UNIVERSITÉ D'OTTAWA — Le Département de science politique sollicite des candidatures à un poste de professeur adjoint menant à la permanence, à partir du 1er juillet 2001. Des candidatures pour le rang de professeur agrégé pourraient aussi être considérées. Le Département recherche des candidatures en politique internationale et comparée. Critères d'admissibilité : Doctorat, publications, expérience de l'enseignement avec de bonnes évaluations, capacité d'enseigner en français. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université d'Ottawa applique le principe d'équité en matière d'emploi. Ce poste est conditionnel à l'approbation budgétaire finale. Prière d'adresser sa lettre de candidature, son curriculum vitae, un exemplaire de ses principales publications, et trois (3) lettres de recommandation avant le 1er décembre 2000 à : Madame Claire Turenne Sjolander, Directrice, Département de science politique, Université d'Ottawa, 75, av. Laurier est, C.P. 450, Succursale A, Ottawa (Ontario), K1N 6N5.

MCMASTER UNIVERSITY — Labour Studies Programme. A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment, commencing July 1, 2001, will initially be for three years with the possibility of renewal. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary Labour Issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. The successful candidate will also be expected to participate with other faculty in the development of online support modules for our undergraduate courses. A PhD or ABD is preferred, although candidates with MA's and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. In accordance with Employment Equity legislation, Mc Master encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home page at www.socsci.mcmaster.ca/~labrst/. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is January 15, 2001.

WILFRID LAURIER UNIVERSITY — The Department of Political Science invites applications for two tenure-track appointments at the Assistant Professor level, subject to budgetary approval, commencing July 1, 2001. Applicants should have a PhD in political science (completed or near completion) and should be prepared to teach at the introductory level in a large class environment. Position I: Applicants should have as their major field of concentration Comparative Politics (Developing Countries) and be able to teach courses in women and politics and/or international political economy. Position II: Applicants should have as their major field of concentration Comparative Politics (Industrialized Nations) and be able to teach senior courses in European politics. Ability to teach comparative public policy would be an asset. The Department has both undergraduate and graduate programs. Applications, including curriculum vitae and the names of three referees, should be sent by January 31, 2001, to Dr. Brian Tanguay, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. The University is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF KING'S COLLEGE — invites applications for a tenure-track appointment in Early Modern Studies at the rank of Assistant Professor commencing July 1, 2001. The University of King's College is a small liberal arts university on the campus of Dalhousie University with which it offers joint degrees in arts and sciences. The successful candidate will have a PhD (or be near completion) and strong teaching and research interests in the Early Modern Period (up to the early nineteenth century), specifically the interdisciplinary study of social, moral, political and historical thought; the ability to teach in the late modern period will be an asset. The candidate will be expected to create and teach new undergraduate courses in an interdisciplinary combined honours programme, devoted to the study of Early Modern European culture, offered jointly by the University of King's College and Dalhousie University. Applications, including a curriculum vitae, three letters of reference and a writing sample should be sent to: Dr. Neil Robertson, Director, Early Modern Studies Programme, University of King's College, Halifax, NS B3H 2A1; further inquiries can be directed to: Neil.Robertson@ukings.ns.ca Closing date for applications: January 8, 2001. In accordance with Canadian immigration requirements, priority of consideration will be given to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer. This appointment is subject to budgetary approval.

THE UNIVERSITY OF REGINA — Department of Political Science invites applications for a tenure-track appointment at the assistant professor level, commencing July 1, 2001. The successful candidates will have a PhD completed or equivalent combination of graduate education and other experience; a demonstrated commitment to teaching and scholarship, ability to teach courses in Political Theory, Comparative Politics (European). Teaching responsibilities will include Introductory Political Science. Applicants should submit a curriculum vitae, arrange for the forwarding of three letters of reference supporting both teaching and research scholarship, and copies of previously taught course outlines and teaching evaluations to: Dr. M. Knutila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. (FAX: (306) 585-5368). Deadline for applications is December 31, 2000. Inquiries concerning this position may be directed to Dr. Phillip Hansen, Head, Department of Political Science at Phone (306) 585-4389, or e-mail philip.hansen@uregina.ca. Further information about the University is available at http://www.regina.ca/. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

PSYCHOLOGY

THE UNIVERSITY OF WINNIPEG — The Department of Psychology at the University of Winnipeg invites applications for one probationary tenure-track position, at the rank of Assistant Professor in the area of clinical (or with an interest and willingness to teach in the clinical area). Applicants are sought who have a record of teaching a research excellence with a high probability of obtaining funding from a national granting council. Subject to budgetary approval, this appointment is effective 1 July 2001. Salary commensurate with qualifications and experience. The successful candidate must have a strong commitment to undergraduate teaching and to research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications, together with a curriculum vitae and the names of three referees, should be directed to: Dr. Andrew Sancton, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON N6A 5C2. Deadline for receipt of applications: December 15, 2000.

UNIVERSITÉ D'OTTAWA — Le Département de science politique sollicite des candidatures à un poste de professeur adjoint menant à la permanence, à partir du 1er juillet 2001. Des candidatures pour le rang de professeur agrégé pourraient aussi être considérées. Le Département recherche des candidatures en politique internationale et comparée. Critères d'admissibilité : Doctorat, publications, expérience de l'enseignement avec de bonnes évaluations, capacité d'enseigner en français. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université d'Ottawa applique le principe d'équité en matière d'emploi. Ce poste est conditionnel à l'approbation budgétaire finale. Prière d'adresser sa lettre de candidature, son curriculum vitae, un exemplaire de ses principales publications, et trois (3) lettres de recommandation avant le 1er décembre 2000 à : Madame Claire Turenne Sjolander, Directrice, Département de science politique, Université d'Ottawa, 75, av. Laurier est, C.P. 450, Succursale A, Ottawa (Ontario), K1N 6N5.

MCMASTER UNIVERSITY — Labour Studies Programme. A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment, commencing July 1, 2001, will initially be for three years with the possibility of renewal. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary Labour Issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. The successful candidate will also be expected to participate with other faculty in the development of online support modules for our undergraduate courses. A PhD or ABD is preferred, although candidates with MA's and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. In accordance with Employment Equity legislation, Mc Master encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home page at www.socsci.mcmaster.ca/~labrst/. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is January 15, 2001

part of a vibrant, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for this position are invited to include their resume for possible matching with other job opportunities.

MOUNT SAINT VINCENT UNIVERSITY — Department of Psychology. Applications are invited for a tenure-stream appointment, at the beginning level Assistant Professor level commencing July 1, 2001. Applicants should possess a PhD or be near completion of degree. Evidence of research competency and an ongoing program of research is expected. Area of specialization is open. Expertise in quantitative methods and applied or clinical skills would be assets. Salary and benefits are in accordance with the Mount Saint Vincent Collective Agreement, appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae, brief statement of research and teaching interests, and three letters of reference, should be sent to Dr. Fred Harrington, Chair, Department of Psychology, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6. Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are requested immediately but will be accepted until the position is filled.

THE UNIVERSITY OF WESTERN ONTARIO — Faculty Position in Psychological Statistics and Experimental Design. The Psychology Department at The University of Western Ontario invites applications for a tenure-track or tenured position at the Assistant or Associate Professor level in statistics. The successful applicant will be expected to provide statistical consulting to students and colleagues, teach univariate and multivariate statistics and experimental design at the graduate level, provide graduate student supervision, and maintain an active research program in his or her substantive research area. The primary selection criteria will include research excellence and productivity, statistical teaching experience, and ability to provide statistical consultation. Applicants should submit a curriculum vitae, statement of research, teaching, and consulting experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Jim Olson, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2 by December 1, 2000. Review of applications will begin immediately and continue until the position is filled. This position is subject to budgetary approval. The scheduled starting date is July 1, 2001. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ST. FRANCIS XAVIER UNIVERSITY — The Department of Psychology at St. Francis Xavier University invites applications for two tenure-track positions. The first position is in the area of Adulthood and Aging and the successful candidate must be capable of teaching a core course in Developmental Psychology. The second position is in the area of Applied Psychology with expertise in Psychometrics. Appointments are subject to budgetary approval and will be made at the rank of Assistant Professor. Successful candidates will be enthusiastic individuals with demonstrated ability and outstanding potential for excellence in both teaching and research. Applicants should have a completed PhD and an established research programme. A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of current and future research plans should accompany the letter of application. A curriculum vitae, letter of application, selected publications, and three letters of recommendation should be sent to Dr. Edward Fencer, Chair, Department of Psychology, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5; phone 902-867-2463; fax 902-867-5456; e-mail epencer@stfx.ca. Consideration of applicants will begin in November 2000.

THE UNIVERSITY OF REGINA — Department of Psychology invites applications for a tenure track position, at the assistant professor level, in clinical psychology to commence July 1, 2001. The University of Regina is situated in the provincial capital on the shores of Wascana Lake. For more details about the university visit our web site at http://www.uregina.ca. We have strong graduate programs in both Cognitive and Behavioural Science as well as Clinical Psychology. We also have very good relations with a number of health care facilities both within Regina and throughout the province. Duties of the successful candidate will include teaching at the undergraduate and graduate levels, supervision of both undergraduate and graduate theses, and participation in departmental activities. Applicants should have a PhD in clinical psychology with a focus on child and/or developmental issues. They should also show clear promise of developing an active research program, demonstrate excellence in teaching, and be eligible for registration as a Clinical Psychologist in the province of Saskatchewan. Applicants are invited to submit a curriculum vitae, reprints or preprints, teaching evaluations and arrange for the forwarding of three letters of reference supporting both teaching and research scholarship to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2. Fax (306) 585-5368. Inquiries about the position should be directed to Dr. Joan Roy, Head, Department of Psychology, University of Regina, Regina, SK. S4S 0A2, phone (306) 585-4157. Deadline for receipt of applications is December 31, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

THE UNIVERSITY OF REGINA — Department of Psychology invites applications for a tenure track position, at the Assistant Professor level, in clinical psychology to commence July 1, 2001. The University of Regina is situated in the provincial capital on the shores of Wascana Lake. For more details about the university visit our web site at http://www.uregina.ca. The program in Clinical Psychology is strongly committed to the scientist-practitioner model. We have established graduate programs in Clinical Psychology as well as in Cognitive and Behavioural Science. We are in the process of seeking accreditation from the Canadian Psychological Association for our clinical program. We maintain good relations with a number of health care and educational facilities both within Regina and throughout the province. Duties of the successful candidate will include teaching at the undergraduate and graduate levels, supervision of both undergraduate and graduate theses, and participation in departmental activities. Applicants should have a PhD in clinical psychology with a focus on child and/or developmental issues. They should also show clear promise of developing an active research program, demonstrate excellence in teaching, and be eligible for registration as a Clinical Psychologist in the province of Saskatchewan. Applicants are invited to submit a curriculum vitae, reprints or preprints, teaching evaluations and arrange for the forwarding of three letters of reference supporting both teaching and research scholarship to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, S4S 0A2. Fax (306) 585-5368. Inquiries about the position should be directed to Dr. Joan Roy, Head, Department of Psychology, University of Regina, Regina, SK. S4S 0A2, phone (306) 585-4157. Deadline for receipt of applications is December 31, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

UNIVERSITY OF ALBERTA — The Department of Psychology at the University of Alberta is beginning a new program in Social and Cultural Psychology. We are seeking two junior-level scholars who will help to develop this program. Applicant's area of research should be in Social Psychology or Cultural Psychology (area of research interest open). Because of the interdisciplinary nature of studies in psychology and culture, applicants whose background is in areas other than psychology will be considered. Further information on this position can be obtained from www.psych.ualberta.ca/hiring. These appointments will be made at the Assistant Professor level effective July 1, 2001. Hiring decisions for this position will be made on the basis of demonstrated research capabilities, teaching ability, the potential for interdisciplinary collaboration, and fit with departmental needs. A curriculum vitae, a description of current and planned research, copies of recent publications, and at least three letters of reference should be sent to: Dr. Douglas S. Grant, Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF NEW BRUNSWICK — Department of Psychology. Vacancy: Experimental Psychology Position. The Department of Psychology, University of New Brunswick (Fredericton Campus) invites applications for one approved Tenure-Track Position at the rank of Assistant Professor in any area of human Experimental Psychology eligible for NSERC support. Priority will be given to candidates with a promising publication record in refereed journals, and the ability to develop a productive research program supported by external funding. Candidates should have a strong commitment to undergraduate and graduate teaching and training within our B.Sc., B.A., and PhD programs. Experience in teaching both lecture and laboratory courses is an asset. Interested applicants should send a curriculum vitae, recent publications, a statement of research and teaching interests, and arrange to have sent three letters of reference to: Richard Nicki, Chair, Department of Psychology, University of New Brunswick, Fredericton, New Brunswick E3B 6E4, Phone: (506) 458-7803; Fax: (506) 447-3063, e-mail: nicki@unb.ca. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Review of applications will start January 1, 2001, and will continue until positions are filled.

UNIVERSITY OF NEW BRUNSWICK — Saint John — The Department of Psychology is inviting applications for a tenure-stream position in Clinical Psychology at the Assistant Professor level, commencing July 1, 2001, subject to budgetary approval. Applicants should have an eclectic background in clinical psychology and be committed to the scientist-practitioner model. A background in physiological psychology, neuropsychology or the dementias would be an asset. A demonstrated ability to teach course(s) relevant to clinical psychology is preferred as is an enthusiasm for teaching other courses at both the graduate and undergraduate levels (including Introductory Psychology). The successful applicant will have the opportunity to develop a course in his/her area of expertise. To further research interests, the applicant may take advantage of the close relationship between the university and a regional hospital located adjacent to the campus and/or a Centre for Criminal Justice Studies which has close ties to the Department of Psychology. The successful applicant will be expected to pursue an active programme of research. A PhD (or near completion) is required, and the candidate should either be licensed or be eligible for licensing as a clinical psychologist in New Brunswick. Salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5. The deadline for the receipt of applications is December 1, 2000. Questions concerning this position may be directed to: Dr. Alexander Wilson, Chair, Department of Psychology, at awil@unbsj.ca. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

PUBLIC ADMINISTRATION

DALHOUSIE UNIVERSITY — The School of Public Administration invites applications for a full-time three year limited term position in Public Administration at the Assistant Professor level. While the School of Public Administration has particular needs in areas such as human resource management, financial management and quantitative methods, applicants in all fields within public administration are encouraged to apply. Candidates should have a PhD in public administration or management or in cognate disciplines such as economics and political science. The successful candidate must have a demonstrated capacity for research and publication and for teaching students primarily at the master's level in both our regular MPA program and our MPA Management (M) program. The latter program is targeted towards full-time mid-career civil servants. The School recently undertook a major revision of its curriculum and is currently in the process of developing an online distance version of its MPA (M). Strengths in developing and working with distance and online education technologies, and in the substantive fields of equity and diversity management, would be seen as definite assets. The School of Public Administration, with the equivalent of 6.4 full-time faculty and several part-time faculty, has an enrolment of approximately 130 master's students in any given year. The School is in the Faculty of Management, which encompasses four schools — Business Administration, Library and Information Studies, Resource and Environmental Studies, as well as Public Administration. This combination of Schools offers unique opportunities for interdisciplinary study within the broad area of management. In addition to the MPA and MPA (M), the School is also involved in a Faculty wide Bachelor of Management program and in several international projects. Further information on the School and its programs can be found at www.mgmt.dal.ca/spa/. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Review of applications will begin on January 15, 2001, and will continue until the position is filled. Candidates should send letter of application, curriculum vitae, copies of recent publications, and three references to: Dr. Herman Bakvis, Acting Director, School of Public Administration, Faculty of Management, Dalhousie University, Halifax, NS B3H 3J5.

RADIATION ONCOLOGY

MCGILL UNIVERSITY — The Department of Radiation Oncology at the McGill University Health Centre is seeking additional faculty to join a current staff of eight full-time members. Approximately 3500 new patients are seen annually. The physical facilities are currently being renovated and expanded and by the end of the year 2000 the department will have at its disposal two CT simulators, treatment planning equipment for 3-D and IMRT, and an adequate number of linear accelerators with all modern accessories, including MiMLC. The department offers many specialized techniques including total body irradiation, total skin electron beam

---

RYERSON POLYTECHNIC UNIVERSITY

Canada's leading university for applied, undergraduate education with 38 career-oriented programs. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

FACULTY OF COMMUNITY SERVICES

Tenure-Track Faculty Positions

The Faculty of Community Services includes ten schools: Child and Youth Care, Disability Studies, Early Childhood Education, Health Services Management, Midwifery, Nursing, Nutrition, Occupational and Public Health, Social Work, and Urban and Regional Planning. Together, these schools, with a full-time tenured faculty compliment of 88, provide undergraduate degree programs to a very diverse student population of *2,500 full-time and 1,000 part-time students. Our programs enjoy a very positive reputation* and are noted for innovative teaching and a strong emphasis on experiential learning. The Faculty provides an environment that supports a variety of scholarly research and creative activities. Currently, we are seeking tenure-track faculty for the following Schools. For more information, please contact the individual noted for each program.

Early Childhood Education	June Pollard, Director, at jpollard@acs.ryerson.ca
Nursing	Kileen Tucker Scott, Director, at ktscott@acs.ryerson.ca
Nutrition	Nensi Palu at npalu@acs.ryerson.ca or fax to (416) 979-5204
Social Work	Susan Silver, Director, at ssilver@acs.ryerson.ca

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

RYERSON

THE UNIVERSITY OF BRITISH COLUMBIA

DEPARTMENT OF PSYCHIATRY, DIVISION OF NEUROSCIENCE & THE BRAIN RESEARCH CENTRE, FACULTY POSITIONS

The University of British Columbia invites applications for two tenure track positions in the Division of Neuroscience, Department of Psychiatry & The Brain Research Centre.

The **Jack Brown and Family Professorship** in Alzheimer's Research will provide support for an Associate Professor specializing in the genetics of Alzheimer's disease. Investigators of international stature with an outstanding record of accomplishment in this field are encouraged to apply. The incumbent will be expected to develop a vigorous internationally competitive research program, and to interact with a strong core of clinicians and basic scientists.

A second position at the Assistant or Associate level is also available and outstanding candidates from all areas of Neuroscience are encouraged to apply, particularly individuals with expertise in the cellular or molecular basis of neurodegenerative disorders.

Candidates must hold a Ph.D. and/or an M.D. degree and show clear evidence of independent, original research. The Division of Neuroscience and the Brain Research Centre offer excellent research facilities. Generous start-up funds are available. Salary will be commensurate with qualifications and experience. These positions are subject to final budgetary approval.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Anticipated start date is July 1, 2001. Applicants should send a curriculum vitae, list of publications, a statement of research interests and the names and addresses of three referees by **December 31, 2000,** to:

UBC

Dr. S.R. Vincent,
Head Division of Neuroscience
Department of Psychiatry
University of British Columbia
2255 Wesbrook Mall
Vancouver, B.C.,
V6T 1Z3 Canada

BRAIN Research Centre

Queen's University

Head, Department of Community Health & Epidemiology

Queen's University at Kingston invites applications and nominations for the position of Head of the Department of Community Health and Epidemiology.

We are searching for an outstanding senior academic with strong leadership skills and proven administrative experience who, as Head, will foster excellence in teaching while strongly supporting the development of research within the Department. He or she will have a PhD in epidemiology, biostatistics or health services research, or an MD with a relevant Masters degree. In addition, strong teaching credentials and demonstrated research excellence at the international level are required. The Head of Department will also take an active role in the development of a new PhD program.

The Department of Community Health and Epidemiology offers a thesis-based Masters degree in epidemiology and contributes to undergraduate medical education. Faculty members have active research programs in epidemiology, clinical trials, biostatistics, health services research and health policy. In addition, several nationally recognized research groups in the areas of health sciences and health policy have strong affiliations with the Department.

Kingston, Ontario is situated midway between Toronto and Montreal in southeastern Ontario at the junction of Lake Ontario, the St. Lawrence River and the Rideau Canal. As well as having a reasonable cost of living, the city combines the charms of smaller city living with the cultural advantages made available by the presence of two universities, a community college and a number of public service institutions.

Nominations and letters of application, in the latter case accompanied by a curriculum vitae and names of three referees, should be directed by no later than Friday, *December 15, 2000* to:

Dr. C.K. Chapler, Chair
Headship Selection Committee
2nd Floor, Botterell Hall
Queen's University
Kingston, ON K7L 3N6

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Irradiation, and stereotactic irradiation. A new brachytherapy suite with ci facilities will allow expansion of our already very active HDR brachytherapy program. A close working relationship with our very excellent Physics department has been critical to the success of our clinical and clinical research programs. A strong emphasis on multidisciplinary care has also been very important in this regard. We are active participants in a number of the major cooperative groups including RTOG, POG and NCIC. In addition to our residency program in Radiation Oncology, we offer Masters and PhD level programs in Medical Physics as well as a residency in Medical Physics and, in collaboration with a local community college, a training program for radiotherapy technologists. Candidates must hold specialty certification in Radiation Oncology. Responsibilities will reflect the subspecialty interests of the candidates. Type of appointment and remuneration will be commensurate with academic interests and years of experience. Interested candidates should apply to: Dr. Carolyn Freeman, Radiation Oncology, DS-400, McGill University Health Centre, Montreal General Hospital, 1650 Cedar Avenue, Montreal, QC H3G 1A4, tel: (514) 934-8040; fax (514) 934-8229, e-mail: carolyn.freeman@muhc.mcgill.ca. Please note that in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

RECREATION & LEISURE STUDIES

BROCK UNIVERSITY — The Department of Recreation and Leisure Studies invites applications for a tenure-track position at the assistant or associate professor level effective July 1, 2001. Candidates should have a Doctorate in recreation and leisure studies or a related field. Preference will be given to those candidates who teach and conduct research related to: i) administration, management, and delivery/evaluation of recreation services; or ii) in the social psychology or sociology of leisure. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. David Fennell, Chair, Department of Recreation and Leisure Studies, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications is December 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

THE UNIVERSITY OF WATERLOO — Recreation & Leisure Studies. Applications are being accepted for a tenure-track position at the Assistant or Associate Professor level in Recreation and Leisure Studies beginning July 1, 2001. The successful candidate must have a PhD in Recreation and Leisure Studies or a related field, e.g. sociology, social psychology, with a specialization in leisure, health and/or lifespan. Applicants should be able to teach and conduct research in one or more of the following areas: leisure and the life cycle, leisure and health, and the social psychology of leisure. Applicants also should have demonstrated achievement in research. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The closing date for applications is November 15, 2000. Send curriculum vitae and three letters of reference directly from the referees to Dr. Ron Johnson, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

RECREATION & SPORT ADMINISTRATION

UNIVERSITY OF REGINA — Faculty of Physical Activity Studies. Applications are invited for a tenure-track appointment at the rank of Assistant Professor (Salary $44,419 – $67,795) in Recreation and Sport Administration to commence July 1, 2001. Primary responsibility of the scholar in the position will be in Recreation and Sport Administration. The successful candidate will be expected to maintain an active program of research and scholarly involvement, external grant procurement, undergraduate teaching in recreation and sport administration courses and graduate student supervision. In addition the successful candidate will participate in all aspects of the faculty and university including committee work, cross-disciplinary initiatives, and community services. Emphasis will be placed on developing a joint degree program with the Saskatchewan Indian Federated College. Candidates should have teaching, research experience and a PhD in an appropriate area of study are required. Applications will be accepted until November 30, 2000 or until a suitable candidate is identified. Submissions should include a letter of application which includes a description of the candidates research directions and teaching philosophy, and a curriculum vitae which provides a description of work experience including research, scholarly productivity and external funding, undergraduate and graduate teaching experience and a list of five references. Direct applications to: Dr. Ralph Nilson, Dean, Faculty of Physical Activity Studies, University of Regina, Regina, Saskatchewan, S4S 0A2 Tel: (306) 585-4876 Fax: (306) 585-5441 Email: nilson@uregina.ca. The University of Regina is committed to employment equity. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

RELIGIOUS STUDIES

UNIVERSITY OF OTTAWA — The Department of Classics and Religious Studies announces the opening of a full-time, tenure-track position for an assistant professor starting 1 July 2001. Field of specialization: Modern and Contemporary Christianity. PhD relevant to the field of specialization is required. Candidates should have sufficient refereed publications (minimum three) to qualify for supervising graduate research at the University of Ottawa. The successful candidate will be expected to teach and direct research at the undergraduate and graduate levels in both French and English, and this immediately and competently upon assuming the position. The bulk of the undergraduate teaching load will be in French. In addition to his or her expertise in modern and contemporary Christianity, the candidate should have expertise in at least one, and preferably more, of the following fields: religion in Canada, Amerindian and Inuit religious expressions, women and religion, Islam, Judaism, or social scientific approaches to the study of religion. Candidates must be willing and able to teach introductory courses in world religions. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. Equity is a University Policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and landed immigrants. Applications, including a curriculum vitae, one or two recent publications, and three letters of reference, should be sent before 15 December 2000 to: Dr. Peter Beyer, Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario K1N 6N5, tel. 613-562-5714, fax 613-562-5991, e-mail: pbeyer@uottawa.ca

UNIVERSITÉ D'OTTAWA — Le Département des études anciennes et de sciences des religions sollicite des candidatures pour un poste de professeur au rang d'adjoint menant à la permanence, ouvert à partir du 1er juillet 2001. Domaine de spécialisation: Christianisme moderne et contemporain. Le candidat ou la candidate devra être titulaire d'un doctorat pertinent aux champs de spécialisation et disposer de publications à caractère universitaire (un minimum de trois) pour être reconnu apte à diriger des études supérieures à l'Université d'Ottawa. Il ou elle doit avoir une maîtrise satisfaisante des langues française et anglaise pour pouvoir enseigner et diriger des recherches en l'une et l'autre, aux premier, deuxième et troisième cycles, soit du niveau du baccalauréat au doctorat. Au niveau du baccalauréat, l'enseignement se fera principalement en langue française. En plus de son expertise principale en étude du christianisme moderne et contemporain, la candidate ou le candidat recherché(e) fera preuve d'une compétence en un ou de préférence plusieurs parmi les champs suivants: religions au Canada, religions amérindiennes et inuits, femmes et religions, islamisme, judaïsme ou approches scientifiques sociales à l'étude des religions et du religieux. Le candidat ou la candidate choisi(e) devra enseigner des cours de premier cycle en religions du monde. Le traitement et la charge de travail seront en conformité avec la convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Conformement aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. Prière d'adresser sa lettre de candidature, son curriculum vitae, une ou deux publications récentes et trois lettres de recommandation avant le 15 décembre 2000 à Monsieur Peter Beyer, directeur, Département des études anciennes et de sciences des religions, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5, tél. 613-562-5714, télécop. 613-562-5991, courriel : pbeyer@uottawa.ca

RENEWABLE RESOURCES

UNIVERSITY OF ALBERTA — Chair, Renewable Resources. Applications are invited for the position of Chair, Department of Renewable Resources in the Faculty of Agriculture, Forestry and Home Economics. The department plays a integral role in delivery of four of the faculty's undergraduate programs: Environmental and Conservation Sciences, Forestry, Agriculture, and Forest Business Management, with enrollment of over 700 students. Principal areas of research activity are in Enhanced Forest Management, Biodiversity Conservation, Land Reclamation and Remediation, and Environmentally Sustainable Agriculture. The successful candidate will be a respected authority in an area related to the department's principal areas of responsibility and will bring vision, leadership ability, and strong communication and management skills to the position. Administrative and supervisory experience, preferably within a post-secondary institution with a large research organization, is considered a definite asset. The successful candidate will be a team builder and is expected to be a strong advocate for both the Department and Faculty, including playing a leadership role in acquiring external resources through identification of, and active involvement in, developing new funding opportunities. Additionally, the Chair will work to cross boundaries and strengthen collaborative relationships with other organizations and associations, both on and off campus, including provincial and federal governments and key industry partners in the forestry, agriculture and environmental services sectors. The Chair will promote excellence across the department's primary mandates of teaching, research and community service and will take a strong role in promoting undergraduate programs and increased participation of students in the faculty's newly established internship program. The Department of Renewable Resources has 28 faculty members and administers a budget of approximately $6 million, including $3 million in grant and trust funds. The recent establishment of an NSERC Industrial Chair in Enhanced Forest Management and a provincially-funded Chair in Environmentally Sustainable Agriculture, are indicative of the Department's reputation and its links with external partners. Additional information about the Department, including information on laboratory and field facilities are available at http://www.ii.ualberta.ca/ with links to both the Faculty and University web pages. Applications, including a curriculum vitae and the names of three referees, should be sent to Dr. Ian Morrison, Dean, Faculty of Agriculture, Forestry and Home Economics, University of Alberta, Edmonton, Alberta, T6G 2P5. Selection will commence on January 1, 2001 with the expected appointment date being July 1, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

SOCIAL WORK

UNIVERSITY COLLEGE OF THE CARIBOO — School of Social Work & Human Services. Duties: The School of Social Work & Human Services invites applications for a full-time ongoing position commencing 1 January 2001. The successful candidate will teach second, third and fourth year courses in the Child Welfare Specialization within the Bachelor of Social Work Degree Program, and engage in scholarly activity and community service related to child welfare. The School is seeking applicants with a strong commitment to teaching and research, with a current and in-depth knowledge of the child welfare field and a demonstrated record of practice with children and families. Qualifications: PhD/DSW or in progress is preferred. Acknowledging the diversity of the School's student population and constituencies in the interior of British Columbia, the School seeks to increase the diversity of its faculty. Accordingly, applicants of Aboriginal ancestry, visible minorities, people with a disability, and people of minority sexual orientation are encouraged to apply and invited to identify themselves in their application. Commencement Date: 1 January 2001. Closing Date for Applications: As soon as successful candidate is available. In accordance with Canadian immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #00-038(a) with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, PO Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants, however, only those under consideration will be contacted.

WILFRID LAURIER UNIVERSITY — The Faculty of Social Work invites applications for one tenure-track and one limited-term faculty position (subject to budgetary approval) for appointments commencing July 1, 2001. Candidates should have a completed graduate degree in social work and strong preference will be given to those who have completed or are near completion of a doctoral degree. We are seeking candidates with demonstrated competency in teaching, a promising publication record, and a program of research. The Faculty has programmes at graduate levels only and appointees will be expected to teach and supervise research at the master's and doctoral levels. The faculty is strongly committed to increasing its racial and ethnic diversity. Priority for the tenure track position will be given to candidates with experience in grassroots community development. Of particular value will be the ability to teach courses in community development theory and, in particular, community practice skills. A background and experience in working with diversity issues will enhance the application. In addition, the ability to teach research methods and data analysis in the MSW program and interest in contributing to the PhD program will be definite assets. Priority for the limited-term faculty position will be given to candidates with the ability to teach research methods and data analysis. Other teaching needs include group work, social policy and community practice. Appointment will be at rank and salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The university is committed to employment equity and invites applications from women, visible minorities, aboriginal persons, and persons with disabilities. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to: Professor Luke Fusco, Acting Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, ON Canada N2L 3C5. Applications will be accepted until January 15, 2001, or subsequently, until the positions are filled.

MCMASTER UNIVERSITY — The School of Social Work invites applications for a tenure track faculty appointment at the rank of Assistant Professor, effective July 1, 2001. The School offers a generalist B.S.W. programme and an M.S.W. programme in the analysis of social welfare policy and the analysis of social work practice. Applicants should have an MSW and a doctoral degree in social work or related discipline. Applicants must have Canadian practice and research experiences in the areas of child welfare practice and policy, including child abuse and protection. The successful applicant will be able to teach practice from an anti-oppression stance and will be expected to develop an independent programme of research, and to publish the results of this work in high-quality peer-reviewed outlets. In accordance with Employment Equity legislation, McMaster University encourages applications from all qualified candidates, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with the School of Social Work's central attention to the intersections of personal troubles and oppressive structures (based in, for example, age, class, culture, gender, geographical location, health, physical ability, race and sexual preference), and with the School's commitment to teaching, research and a faculty complement that reflects the diversity and concerns of the community. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. An application including current curriculum vitae, a representative sample of academic writing and the names and addresses (including email and/or fax numbers) of three referees should be sent to: Dr. Ralph A. Brown, Director, School of Social Work, McMaster University, 1280 Main Street West, KTH-349, Hamilton ON L8S 4M4, email: rbavoy@mcmaster.ca. Web site: http://www.socsci.mcmaster.ca/~socwork/. Deadline for applications is January 15, 2001.

RYERSON POLYTECHNIC UNIVERSITY — School of Social Work. Tenure-Track Faculty Position. The Ryerson School of Social Work offers an accredited four-year university program of study leading to the Bachelor of Social Work degree. We are dedicated to enhancing the diversity of our faculty. For this tenure-track faculty appointment we invite applicants who bring Aboriginal perspectives to social work practice and

---

McGill

Assistant Professor School of Social Work

The McGill School of Social Work invites applications for an Assistant Professor, tenure-track position in Social Work to advance research and practice in the area of families, community health and mental health.

The School has undergraduate (BSW) and graduate (MSW, Joint LLB/MSW) programs, as well as a bilingual Ph.D. program in conjunction with Université de Montréal, an interdisciplinary Ph.D. program and certificate programs in Northern and in Aboriginal Social Work. The curriculum embraces practice, administration and policy in a wide range of specialties. The multicultural character of the School's milieu is emphasized throughout. Located within the School is the Centre for Applied Family Studies, an endowed research centre, three clinics offering services in family violence, marriage and family counseling, loss and bereavement, a gay, lesbian & bi-sexual initiative and an employee assistance program. McGill University offers exceptional support for a wide range of local, national and international research activities. Please visit our website at www.arts.mcgill.ca/programs/socialwork.

Located in the heart of Montreal, McGill is a central part of the city's splendid ambiance. Faculty and students enjoy diverse people, languages, neighborhoods, cuisines, entertainment, sports, shops and festivals that are the Montreal experience. McGill offers an interesting mix of peoples and cultures within a stimulating productive environment. Canadian and International students are drawn to the city's charm and to the University's international reputation for scholarship, research and resources.

Candidates should have a PhD or DSW, experience in teaching and scholarly publications. Facility in French is an asset. Visible minorities are encouraged to apply.

Direct inquiries to:
Dr. William Rowe, Director
McGill University, School of Social Work
3506 University Street
Montreal, Quebec H3A 2A7
Fax 514-398-4760
Tel.. 514-398-7068

Interested candidates should forward their letter of application, C.V., a sample of their recent scholarship, and names of three referees by **October 30th**. The review process will begin November 15, 2000 and will continue until the position is filled.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

THE UNIVERSITY OF BRITISH COLUMBIA

TENURE-TRACK TEACHING POSITIONS DEPARTMENT OF COMPUTER SCIENCE

The Department of Computer Science is recruiting for one or more tenure-track teaching positions at the rank of Instructor. These positions provide the rare opportunity to pursue a career based on excellence in teaching, while participating as a first-class colleague in the intellectually exciting atmosphere of a top-tier computer science department. Duties include teaching at all undergraduate levels, curriculum development, and academic advising. Opportunities exist to take leadership roles in defining educational directions within the department, the university, and society at large. For example, our existing instructors have served in senior university administrative positions and created the revolutionary educational technology system WebCT. Participation in research activities is welcome, but maintaining a research program is not expected.

Applicants must demonstrate outstanding teaching ability and strong interpersonal skills. Experience in curriculum development is desirable. A PhD or equivalent in Computer Science or a related area is expected, although exceptional candidates with other backgrounds will be considered. The positions are available as of 1 July 2001, and salary will be commensurate with experience.

The University of British Columbia is situated on the tip of a peninsula, and is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 20 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city.

Applicants should submit their resume and the names of at least three references to **Nick Pippenger, Recruiting Committee Chair, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4**, specifying that they are applying for the tenure-track instructor position. Applications will be accepted **until 31 January 2001**. In accordance with Canadian immigration requirements, this advertisement is addressed in the first instance to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In order to address underrepresentation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications. The positions are subject to availability of funding.

THE UNIVERSITY OF BRITISH COLUMBIA

ENDOWED CHAIR IN FOREST HYDROLOGY

The University of British Columbia has available a position of Chair in Forest Hydrology, supported by the Crown Corporation 'Forest Renewal British Columbia' with the aim of stimulating research and extension activities that will contribute positively to the understanding of watershed management and forest engineering problems and their solution in British Columbia.

We are searching for a suitable person to fill this position. The appointment will be effective July 1, 2001, but an alternate date may be arranged. Applicants should have a Ph.D. degree in a subject relevant to the interdisciplinary field of forest hydrology, a demonstrated teaching experience, an established or emerging research program, a knowledge of policy issues, and a record of involvement in public debate concerning the hydrologic and geomorphic implications of forestry activities. Eligibility for professional registration would be highly desirable.

The successful candidate will be expected to teach at the undergraduate and graduate levels and to develop an active program of collaborative research with government and industry. The position will be a joint appointment between the Department of Forest Resources Management (2/3) and the Department of Geography (1/3). Although the precise area of research is not fixed, a person with expertise in one or more of the following areas would complement existing experience within the University's hillslope processes, channel processes, small-scale watershed processes, snow hydrology, sediment budgets, water quality.

Salary is commensurate with experience and qualifications. Positions are subject to budgetary approval. Inquiries and applications should be addressed to: **Dr. John L. Innes, Chair of Search Committee, Department of Forest Resources Management, 2nd Floor, Forest Sciences Centre, University of British Columbia, 2045, 2424 Main Mall, Vancouver, B.C., V6T 1Z4.** Phone: (604) 822-6761; Fax: (604) 822-9106; E-mail: jinnes@interchg.ubc.ca.

Closing date is **15 March, 2001**. Applicants should include a curriculum vitae and the names and addresses of three referees.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents.

education. This person may be appointed at the Assistant or Associate Professor level. This appointment will be effective August 1, 2001 subject to budgetary approval. The School's mission is 1) to prepare graduates for social work with populations disadvantaged by social inequities and life circumstances, and 2) to provide leadership and innovation in social work education through teaching, scholarship, research and community service. Our core values affirm the human dignity and the social equality of all people. We educate about the barriers to equality and seek to address the causes of oppression. We are committed to learning environments that respect human and cultural diversity, and we seek to work with populations and communities that experience poverty, exploitation and domination. Required Qualifications include: A doctorate (or near completion) in social work or a related field is preferred. Applicants with a graduate degree and a commitment to the completion of doctoral studies will be considered. Candidates who possess at least one social work degree will be given preference. We specifically seek an individual with demonstrated experience in social/community work in Aboriginal agencies; the capacity to work across human diversity with vulnerable populations; a commitment to teaching excellence at the undergraduate level incorporating structural and anti-oppression perspectives; experience in collaborative community research that builds knowledge for progressive social work education and practice. Applicants are invited to send, by January 26, 2001, a curriculum vitae, the names and addresses of three references and a letter outlining teaching, practice and research relevant to the position to Dr. Susan Silver, Director, School of Social Work, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3. Although applications will be accepted until the position is filled, those submitted by the due date are assured of receiving full consideration.

McMASTER UNIVERSITY — Labour Studies Programme. A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment, commencing July 1, 2001, will initially be for three years with the possibility of renewal. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. The successful candidate will also be expected to participate with other faculty in the development of on-line support modules for our undergraduate courses. A PhD or ABD is preferred, although candidates with MAs and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home page at www.socsci.mcmaster.ca/~labrst/. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is January 15, 2001.

SOCIOLOGY

THE UNIVERSITY OF WINNIPEG — The Department of Sociology at the University of Winnipeg invites applications for a probationary tenure-track position, at the rank of Assistant Professor. The preferred candidate will have specialization in the areas of Sex and Gender Relations. Candidates should also be able to teach introductory Sociology and intermediate courses in Sociology. Candidates should hold a PhD or be near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. Subject to budgetary approval, this appointment is effective 1 July 2001. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals. Letters of application with a current curriculum vitae and three letters of reference should be sent by 15 January, 2001 to: Dr. Sandra Kirby, Chair, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9; fax (204) 774-4134

THE UNIVERSITY OF NEW BRUNSWICK — Department of Sociology invites applications for a tenure stream appointment to begin July 1, 2001. We anticipate that the appointment will be made at the Assistant Professor level with PhD completed. However, applicants nearing completion are invited to apply. In exceptional cases, appointment at the Associate level may also be considered. The position we wish to fill is in the areas of criminology and criminal justice. However, the ideal candidate will be one trained in and committed to the sociological perspective and who is able to apply that perspective to his or her teaching and research in criminology and related substantive areas. While the main responsibility is to the Department's undergraduate and graduate programs, active participation in the recently established Law in Society Interdisciplinary program is also expected. This involvement will include both teaching sociology and criminology courses relevant to Law in Society students but also assisting in program and curriculum development. Candidates eligible for consideration will be those who demonstrated evidence of commitment to effective teaching (perhaps as illustrated through a teaching portfolio) and potential to develop an independent research program eventually sustainable through external funding. Interested candidates should send their curricula vitae and a brief accompanying letter and ask three referees to send letters of recommendation to Jim Richardson, Chair, Department of Sociology, University of New Brunswick, Fredericton, NB E3B 5A3. Closing date for receipt of applications is January 31, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of New Brunswick is committed to a policy of employment equity and encourages applications from all qualified individuals. Information on the department and the university can be found at the UNB Web Site. http://www.unb.ca/

ALGOMA UNIVERSITY COLLEGE — an affiliate of Laurentian University, invites applications for a tenure-track position in the Department of Sociology and Anthropology at the assistant professor level, effective July 1, 2001. The candidate must have a PhD and must be able to teach a broad range of courses including sociological theory, demography and the sociology of labour. Knowledge and understanding of Aboriginal issues will be an asset. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Algoma University College encourages applications from all qualified women and men, members of visible minorities, Native peoples and people with disabilities. Applicants should send a current curriculum vitae with names, addresses (including e-mail addresses) and telephone numbers of three references to Dr. Jang You, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4.

MCGILL UNIVERSITY — Medical Sociology and Social Inequality. Applications are invited for two tenure-track appointments at the Assistant Professor level, one in the area of medical sociology and one in social inequality (gender, ethnicity or class), commencing September 2001. Ability to teach advanced qualitative or quantitative methods is expected. Knowledge of French is an asset. McGill University is committed to equity in employment. For more information on the Department, visit its website at http://www.arts.mcgill.ca/programs/sociology/index.htm. Interested persons should write to: The Chair, Recruitment Committee — Medical Sociology and Social Inequality Positions, Department of Sociology, McGill University, Room 712, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should have three referees write on their behalf. Applications should be received by December 1st, 2000.

MCGILL UNIVERSITY — The McGill School of Environment (MSE) and the Department of Sociology invite applications for an assistant professor in environmental demography beginning September 2001. This position is shared between Sociology and the MSE, which operates on both McGill campuses and its field stations. The candidate must have a doctorate in sociology or demography and be conducting research on the interface between population studies and environmental issues. The research profile of the candidate should include topics such as population growth, demographic pressures on natural resources (water, cropland, fisheries, forests), climate change, biodiversity, or environmental policy concerns. Teaching responsibilities will consist of two courses in the Department of Sociology and two courses in the MSE. In sociology the candidate is expected to teach courses in population and society and/or environmental sociology. The successful applicant must demonstrate the capability to develop a vigorous research program, including supervision of graduate students, and to develop a graduate program drawing on many of the Faculties with which the MSE cooperates. Information on McGill, Sociology and the MSE can be found at www.mcgill.ca. Salary will be commensurate with qualifications. Knowledge of French is an asset. McGill University is committed to equity in employment. Applications should be received by December 1st, 2000, and include two copies of a C.V., a statement of research and teaching interests, and sample publications along with three confidential letters of reference sent under separate cover by the applicant's references. Address applications to: The Chair, Recruitment Committee — Demography Position, Department of Sociology, McGill University, 855 Sherbrooke West, Rm. 712, Montreal, Quebec, Canada, H3A 2T7; tel: (514) 398-6847; fax: (514) 398-3403.

THE UNIVERSITY OF WINDSOR — Sociology. The University of Windsor invites applications for a senior position in Criminology commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca.

UNIVERSITY OF TORONTO — ST. GEORGE CAMPUS. The Department of Sociology, University of Toronto is inviting applications for a newly created tenure-stream (Assistant Professor) position in Urban Health. Candidates should have a PhD degree in sociology, with research and teaching interests in the sociology of health, and a particular focus on the determinants of urban health. Additionally, candidates should have an interest in how health policy is formulated. Experience with large data sets would be an advantage. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. The deadline for submission of applications is November 30, 2000. The review of applications will begin shortly thereafter, and will continue until the position is filled. Interested candidates should send an application package including a covering letter, curriculum vitae and samples of publications or writing. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Lorne Tepperman, Chair, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario, Canada M5S 2J4.

THE UNIVERSITY OF REGINA — Department of Sociology and Social Studies invites applications for a tenure track position at the rank of Assistant Professor, commencing July 1, 2001. The Department of Sociology and Social Studies is a small department and faculty members are expected to teach courses in a wide range of subjects (as listed in the calendar) at the undergraduate and graduate levels. Candidates should have a specialization in sociology of development and/or environment. A strong background and an ability to teach in qualitative methods will be an asset. The Department is interdisciplinary and is committed a strong program of teaching, research, and service to the community. Applicants should have a PhD or be close to completion; a record of scholarship in the area(s) of specialization; and demonstrated skills in, and commitment to, teaching. Applicants should submit a curriculum vita, and arrange for the forwarding of three letters of reference and graduate transcripts to Dr. Murray Knuttila, Dean Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2, Fax (306) 585-5368. Closing date: 31 December 2000. Academic inquiries may be addressed to Dr. Pablo Diaz, Department of Sociology and Social Studies, University of Regina, Regina, Saskatchewan, S4S 0A2, Phone (306) 585-4151, and Fax (306) 585-4815, E-mail: harry.diaz@uregina.ca. In accordance with the Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

RYERSON POLYTECHNIC UNIVERSITY — The Department of Sociology invites applications for a Tenure-Stream Faculty position at the Assistant Professor level, subject to budgetary approval and commencing August 1, 2001. We are looking for scholars particularly interested in teaching career-oriented university students at the undergraduate level, with experience in effectively teaching courses for which they have had full academic responsibility, and particular expertise in (1) race and ethnicity in Canada and (2) at least one other area. A PhD completed by the deadline for applications is a minimal requirement. The successful candidate will be expected to participate in ongoing departmental and curricular activities. Application letters, accompanied by a current curriculum vitae indicating specific courses taught for which the applicant has some full academic responsibility, the most recent graduate school transcript and

UNIVERSITY OF TORONTO — ST. GEORGE CAMPUS. The Department of Sociology, University of Toronto invites applications for a budget-approved, full-time, tenure-stream position at the Assistant Professor level at the St. George (downtown) campus. The area of specialization is social policy, with the particular area of research open: the Department seeks candidates with achievement and promise of excellence in research and teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. The deadline for submission of applications is November 30, 2000. The review of applications will begin shortly thereafter, and will continue until the position is filled. Interested candidates should send an application package including a covering letter, curriculum vitae and samples of publications or writing. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Lorne Tepperman, Chair, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario, Canada M5S 2J4.

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. When a bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, d'ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th, St. N.W., Washington, DC 20005; tél: (202)737-5900.

ADVERTISING RATES

CLASSIFIED SECTION

Display ads[1]	$4.25
Classified ads	$4.00

EDITORIAL SECTION

Display ads[1]	$1.25

COLOUR ADVERTISING[2]

Black & 1 colour	$240
Black & 2 colours	$420
Black & 3 colours	$900

All prices quoted are per agate line and are in effect until July 1, 2001.

[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of process colours used per page or fraction of page. Separations to be supplied by advertiser.

TARIFS DE PUBLICITÉ

SECTION DES ANNONCES CLASSÉES

Grandes annonces[1]	4,25 $
Annonces classées	4,00 $

SECTION ÉDITORIALE

Grandes annonces[1]	1,25 $

ANNONCES COULEURS[2]

Noir et une couleur	240 $
Noir et deux couleurs	420 $
Noir et trois couleurs	900 $

Les tarifs sont calculés en fonction d'une ligne agate (en vigueur jusqu'au 1er juillet 2001).

[1] Commission de 15 % des agences (Illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour le traitement de la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

Save time and money!
Send your ads via e-mail!

ads@caut.ca

AD DEADLINES 2000-2001

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 8/00	August 15/00
October	September 6/00	September 15/00
November	October 6/00	October 13/00
December	November 6/00	November 13/00
January	December 4/00	December 11/00
February	January 8/01	January 15/01
March	February 5/01	February 12/01
April	March 5/01	March 12/01
May	April 6/01	April 12/01
June	May 7/01	May 14/01

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Contact Lynn Braun — Advertising Coordinator

TEL (613) 820.2270 *FAX* (613) 820.2417
EMAIL ads@caut.ca

2675 Queensview Drive, Ottawa, ON K2B 8K2

✂ CLIP & SAVE

DATES LIMITES 2000-2001

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	8 août 2000	15 août 2000
Octobre	8 septembre 2000	15 septembre 2000
Novembre	6 octobre 2000	13 octobre 2000
Décembre	6 novembre 2000	13 novembre 2000
Janvier	4 décembre 2000	11 décembre 2000
Février	8 janvier 2001	15 janvier 2001
Mars	5 février 2001	12 février 2001
Avril	5 mars 2001	12 mars 2001
Mai	6 avril 2001	12 avril 2001
Juin	7 mai 2001	14 mai 2001

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

Veuillez vous adresser à la coordonnatrice de la publicité

TÉL. (613) 820.2270 *TÉLÉC.* (613) 820.2417
COURRIEL ads@caut.ca

2675, promenade Queensview, Ottawa ON K2B 8K2

✂ DÉCOUPEZ ET CONSERVEZ

the names, addresses and telephone numbers of three academic referees, must be received by noon, on January, 17, 2001. Address applications to: Murray Pomerance, Chair, Department of Sociology, Ryerson Polytechnic University, 350 Victoria Street, Toronto, ON M5B 2K3. Or deliver them by hand to the Departmental Secretary, Anice Gibbons, Room 800, Jorgenson Hall. The Department will not accept applications by fax. For further information about the Department, consult our Web page at http:// www.ryerson.ca/soc. The Department thanks all applicants but only those who are to be interviewed will be contacted. Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MCMASTER UNIVERSITY — Labour Studies Programme. A contractually limited full-time appointment will be made in Labour Studies, by McMaster University at the Lecturer or Assistant Professor level. The appointment, commencing July 1, 2001, will initially be for three years with the possibility of renewal. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. Responsibilities will include undergraduate teaching and associated course administration, including supervision of teaching assistants. Teaching responsibilities will include teaching first year courses in contemporary labour issues and the history of the Canadian labour movement. Candidates should have an interdisciplinary approach to studies in work issues, labour and society. The successful candidate will also be expected to participate with other faculty in the development of on-line support modules for our undergraduate courses. A PhD or ABD is preferred, although candidates with MA's and teaching experience (either in post-secondary institutions or in the labour movement) will be considered. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Labour Studies' focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with our longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies can be found on the Labour Studies Home page at www.socsci.mcmaster.ca/~labrst/. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is January 15, 2001.

CARLETON UNIVERSITY — Department of Sociology and Anthropology. Applications are invited for a tenure-track position in criminology and criminal justice in the Department of Sociology and Anthropology at the rank of Assistant Professor to commence July 1, 2001. The appointment is subject to final budgetary approval. The successful candidate will participate in the teaching of courses offered by the Department of Sociology and Anthropology which form part of the University's inter-departmental undergraduate programs in criminology and criminal justice (offered in conjunction with the Departments of Law and Psychology), and of the Department's own undergraduate programs. The Department also offers graduate courses in criminology, and criminal justice forms a sub-field within the Department's doctoral program in sociology. Ability to contribute to the Department's graduate programs, to other substantive offerings within the Department, as well as to the teaching of the Department's various theoretical and methodological courses, will be considered an advantage. The successful candidate will have a completed doctorate in sociology or a cognate discipline or program, an established record of publications, and will have demonstrated superior ability as a teacher. A letter of application, stating research and teaching interests, together with a curriculum vitae, examples of two pieces of published or professionally commissioned work, any available teaching evaluations, and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to Dr. John Shepherd, Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 (E-mail: John_Shepherd @carleton.ca). At the same time, candidate should arrange to have their three referees forward supporting letters to the same address. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is November 30, 2000.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Sociology. Applications are invited for a full-time tenure-track position at the rank of Assistant Professor or Lecturer, depending on qualifications, to commence July 15, 2001. The person appointed should have an expertise in, and will be expected to teach in, at least one of the following areas: criminology, health, gender, quantitative methods, population studies, social gerontology. The successful candidate should be willing to supervise honours and graduate students. Applicants are expected to have a completed PhD at the time of the appointment, but applicants who are ABD with a record of scholarly publications may be considered. The closing date for the application is December 15, 2000. Salary will be determined according to qualifications and experience, as stipulated by the collective agreement. The position is subject to budgetary approval. Applicants should mail or fax their curriculum vitae, a teaching dossier, and two examples of written work (either published or unpublished but at least one must be single authored), as well as the names and addresses of three referees, to: Dr. Robert H. Hill, Head, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7, fax. (709) 737-2075, electronic mail: rhill@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SPANISH

WILFRID LAURIER UNIVERSITY — The Department of Languages and Literatures invites applications for a full-time tenure track position at the rank of Assistant Professor, effective July 1, 2001, subject to budgetary approval. A PhD in Spanish is required with specialization in the area of Peninsular Literature. Experience in teaching language courses at all levels using Information Technology will be required. The successful applicant will also be able to teach Spanish Business courses and translation. Applicants should send their curriculum vitae, including teaching dossier, and arrange for the forwarding of three letters of reference by December 15, 2000, to Dr. Ira Ashcroft, Chair, Department of Languages and Literatures, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario, N2L 3C5. The university is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF TORONTO — Tenure-track Position in Spanish American Literature at the advanced Assistant or Associate Professor level, effective 1 July 2001. Required: PhD in Spanish; strong record of research and scholarly publications in the area of Spanish American prose narrative; evidence of excellence in teaching; willingness to teach at all levels of the Spanish language sequence; native or near-native fluency in Spanish. A broadly defined interest in Latin American cultural studies, including film and Caribbean and/or Brazilian studies is an asset. Applications must be received by November 24, 2000. Please send a letter of application and curriculum vitae and arrange to have three letters of reference sent to Professor Stephen Rupp, Chair, Department of Spanish and Portuguese, 91 Charles Street West, #208, University of Toronto, Toronto, Ontario, Canada, M5S 1K7. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

THE UNIVERSITY OF TORONTO — Tenure-track Position in Spanish American Colonial Literature at the Assistant Professor level, effective July 1, 2001. Required: PhD in colonial literature, with publications and clear promise of future scholarly development in this area; evidence of excellence in teaching; willingness to teach intermediate or advanced language courses; native or near-native fluency in Spanish and English. An interest in Comparative Literature is an asset. Salary will be commensurate with qualifications and experience. Applications must be received by November 24, 2000. Please send a letter of application and curriculum vitae and arrange to have three letters of reference sent to Professor Stephen Rupp, Chair, Department of Spanish and Portuguese, 91 Charles Street West, #208, University of Toronto, Toronto, Ontario, Canada, M5S 1K7. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

THEATRE

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Theatre, Film and Creative Writing invites applications for a tenure-track appointment at the level of Assistant Professor, commencing July 1, 2001. MFA or professional equivalent is required along with a significant publication and production record. Salary commensurate with qualifications and experience. This position is subject to final budget approval. The successful candidate's primary role will be as a teacher of Fiction (long and short) to graduate and undergraduate students. The candidate will also have writing experience in Stageplay and/or Script for screen and television. The candidate will teach writing workshops and tutorials as well as be involved in the development and promotion of student work for publication and/or production. Applicants should send their curriculum vitae, an outline of their current academic and creative interests, and arrange for three letters of reference to be sent to Professor Ronald Fedoruk, Head, Department of Theatre, Film and Creative Writing, University of British Columbia, 6354 Crescent Road, Vancouver, B.C., V6T 1Z2. The deadline for receipt of applications is December 30, 2000. UBC hires on the basis of merit, and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

URBAN STUDIES & PLANNING

YORK UNIVERSITY, Faculty of Arts, Division of Social Science invites applications for a tenure-stream appointment in Urban Studies at the assistant professor level commencing 1 July 2001. The Division is mandated to provide undergraduate general education, as well as Honours B.A. degrees through several interdisciplinary programs, one of which is Urban Studies. Candidates must have a PhD or equivalent degree and must demonstrate a promise of excellence in research and publication, a strong competence in undergraduate teaching, an ability to teach in interdisciplinary programs, and a potential to teach at the graduate level. They should have a specialization in "third-world" or post-colonial urbanism, and be prepared to direct courses that comprehensively introduce urban studies and that focus on research methods in the urban field. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele St, Toronto M3J 1P3; Telephone (416) 736-5056, Fax: (416) 736-5574. Deadline: Friday 1 December 2000. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racialisable minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Division of Social Science welcomes applications from women, racialisable minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All appointments are subject to budgetary approval.

MCGILL UNIVERSITY — School of Urban Planning and the McGill School of Environment. Applications are invited for an assistant professor in environmental assessment and management, beginning August 2001. This position is shared between the School of Urban Planning and the MSE, which operates on both McGill campuses and its field stations. Candidates with a strong interest and expertise in relating ecosystem concepts, biophysical research and resource management techniques to urban and regional planning issues are encouraged to apply. The candidate should have a doctorate in environmental science and/or urban and regional planning and be familiar with planning concepts, methods of analysis and means of intervention. Teaching and research capability in fields such as land use suitability analysis, impact analysis of alternative development strategies, the monitoring of urban systems with respect to international environmental standards and impacts, and environmental management in urban areas is sought. The applicant must demonstrate the capability to develop a vigorous research program, including supervision of graduate students, and to develop a policy-oriented graduate program drawing on the Faculties with which the MSE cooperates. Information on McGill, Urban Planning and the MSE can be found at www.mcgill.ca. Salary will be commensurate with qualifications. Deadline is January 5, 2001. Applications must include two copies of a C.V., a statement of research and teaching interests, and sample publications, and three confidential letters of reference sent under separate cover by the candidate's references to: Dr David Brown and Dr. Peter G. Brown, McGill University, Macdonald-Harrington Building, 815 Sherbrooke West, Montreal, Quebec, Canada, H3A 2K6, tel: (514) 398-4075; fax. (514) 398-8376. McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

WOMEN'S STUDIES

TRENT UNIVERSITY — The Women's Studies Program invites applications for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2001, subject to budgetary approval. Preferred candidates will have research and undergraduate teaching experience in the area of women and feminism in a global context. The successful candidate should be able to teach in the program's required first year course, "Introduction to Women's Studies," and in Feminist Research in the Humanities and/or Social Sciences, in addition to teaching an upper-year course in the candidate's area of specialization. Candidates should have a completed PhD and are expected to demonstrate excellence in research and teaching. Applications, including a C.V., a sample of publications, and letters of reference from three referees, should be sent to Professor Charmaine Eddy, Chair, Women's Studies Program, Lady Eaton College, 1755 West Bank Drive, Trent University, Peterborough, Ontario K9J 1Z6. The deadline for receipt of applications is January31, 2001. Phone: 705-748-1515; fax. 705-748-1630; e-mail ceddy@trentu.ca. Trent University is an employment equity employer and especially invites applications from women, aboriginal peoples, visible minorities and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ACCOMMODATIONS

EDINBURGH, SCOTLAND — fully furnished 3-bedroom flat for rent from September 2001 to June 2002. Centrally located (New Town). All mod cons including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick or Stephen Brown (705) 741-5252 or (705) 748-1238/4237 Trent University. Email: "kchittick@trentu.ca" or "swbrown@trentu.ca"

DOWNTOWN TORONTO — short term rental — 3 room suite, limited cooking facilities. Avail. Nov 15/00 to Mar.31/01. 3 mth. min. Weekly maid service. Close to U of T and subway. 416-960-5249, e-mail multree@istar.ca.

FRANCE, LYON — furn., 3 bedroom house, large garden. Minutes to public trans. Available Apr 1/01 to Jan 1/02. Two month min. 416-960-5249, e-mail multree@istar.ca

REGINA — sabbatical house for rent, Jan – July, 2001. Furnished, 3 bedroom split level, close to schools, shopping, university and downtown. For more info call (306) 352-3740

FIRENZE/ITALY — sabbatical/holiday rental — historical centre, attractive one-bedroom apartment, sleeps 2/4. Monthly (4 weeks) Lit 1.500.000 + util; weekly 800.000 (two people) all incl. Spezzotti, PH +39-055-245-739, FX +39-055-247-6266

FRANCE — gracious sabbatical living $1,500 per month. Fully furnished apt on the grounds of a Chateau, twenty minutes by car from the University of Poitiers. Spacious ground level one bedroom. Suitable for a couple, two work tables, luxurious bath, large terrace, fireplace, well appointed kitchen, dishwasher, cable television. Tennis and outdoor swimming pool. Adjacent to 27 hole golf course. Caretaker. Maid service available. Enquire by fax (819) 827-2982 or e-mail dcameron@uottawa.ca and receive further information including photos

L'VIV, UKRAINE — historical center. Renovated. Single/Double occupancy. Radiator heated + water reservoir. Inquire. akrawchuk@ustpaul.uottawa.ca

SOUTHERN FRANCE, PROVENCE — villa for rent Sept. 1, 2001 to May 31, 2002. Fully furnished 3 Bedroom, Large Office/Library, 1 acre, wooded, in-ground swimming pool, tennis court, near Aix-en-Provence. $1400 per month plus utilities. Contact Dr. Sandra Beckett at 905-687-7315 or sbeckett@spartan.ac.brocku.ca

Saluting Canadian Innovation

Bright ideas make money, and if you have one that has been developed and marketed in Canada, then the Ernest C. Manning Awards Foundation wants to hear about it.

Since 1982, the Manning Innovation Awards have been recognizing flashes of Canadian brilliance with honours ranging from the $5,000 Innovation Award to the $100,000 Principal Award.

Nominations close annually on February 15, or the following business day. To receive a nomination form or more information, call or write:

THE MANNING INNOVATION AWARDS
3900, 421-7th Avenue S.W., Calgary, Alberta T2P 4K9, Tel: (403) 266-7571, Fax: (403) 266-8320 or visit our web site www.manningawards.ca.

What Happens to Me When I Retire?

Don't worry — You can join as a retired member for only $25.

Membership includes:
- Travel Options
- Discount Mortgages
- Group Insurance Plans
- Bulletin Subscription

Your retired membership can be activated at any time.

For more details, contact CAUT at 613-820-2270 or 2675 Queensview Drive, Ottawa, ON K2B 8K2.

Stay in touch with the academic community.

CAUT

ABONNEMENT

LE BULLETIN CHEZ VOUS

NOM
ADRESSE
VILLE PROVINCE
PAYS CODE POSTAL

10 NUMÉROS
☐ Canada 35,00 $ (TPS/TVH EN SUS) ☐ É.-U. 45,00 $ CAN ☐ Autres pays 55,00 $ CAN

MODE DE PAIEMENT
☐ VISA N° DE CARTE EXP. /
SIGNATURE
☐ Chèque/mandat-poste
☐ Facturez-moi

ACPPU

POSTEZ À: Bulletin-Diffusion, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2

SUBSCRIBE NOW!

BULLETIN SUBSCRIPTION FORM

NAME
ADDRESS
CITY PROVINCE
COUNTRY POSTAL CODE

10 ISSUE SUBSCRIPTION
☐ Canada $35.00 + GST OR HST ☐ U.S.A. $45.00 CA ☐ Overseas $55.00 CA

PAYMENT
☐ Charge My VISA CARD # EXP. /
SIGNATURE
☐ Cheque/Money Order Enclosed
☐ Bill Me

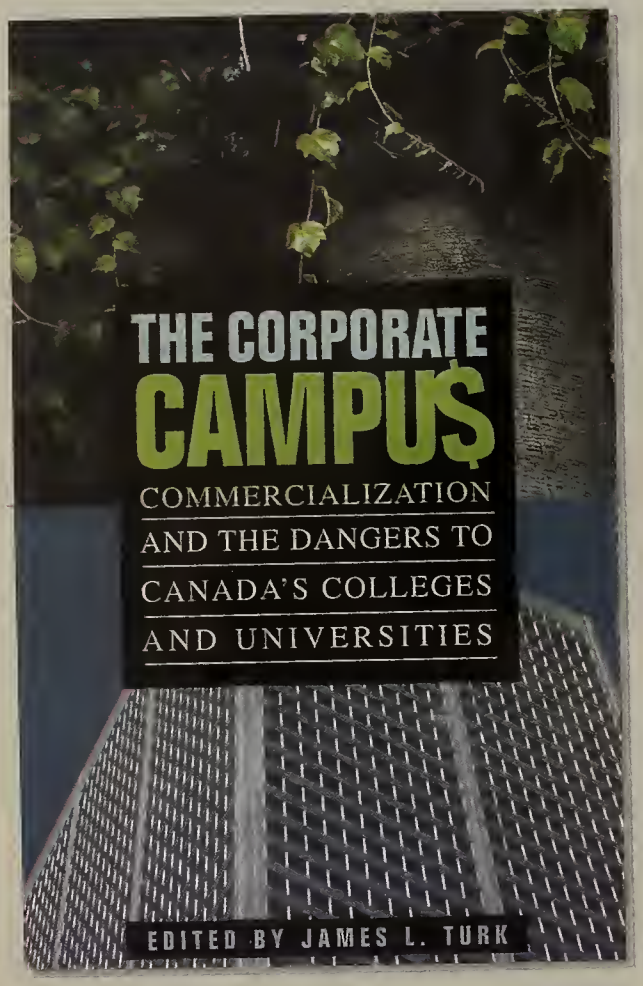
CAUT

MAIL TO: Bulletin Circulation, CAUT, 2675 Queensview Drive, Ottawa ON K2B 8K2

Published by James Lorimer & Company Ltd. • A CAUT Series Title

THE CORPORATE CAMPUS

Edited by James L. Turk



For fifty years, the quality of education offered by Canadian universities and colleges has steadily improved along with access to these institutions. Now these gains are in danger. As tuition fees increase, as colleges and universities make new and often secret arrangements with the private sector, and as courses and research go up "for sale," Canada's universities and colleges are losing sight of the public interest.

Respected contributors from across the country — including Ursula Franklin, Dr. Nancy Olivieri, David Noble, and Marjorie Griffin Cohen — look at the many issues surrounding the commercialization of colleges and universities. They discuss the redefinition of education as job training, the remodelling of post-secondary institutions along corporate lines, and the new business orientation of research.

The Corporate Campus is an up-to-date discussion of an issue that most Canadians care strongly about.

TO ORDER

To order this book contact Formac Distributing.

Fax (902) 425-0166
Phone Toll-Free 1-800-565-1975
5502 Atlantic Street
Halifax, NS B3H 1G4

Please send ___ copies of *The Corporate Campus* at $19.95 plus GST of $1.40 = $21.35

NAME _____

ADDRESS _____

CITY _____ PROV _____

POSTAL CODE _____ DAY PHONE _____

☐ CHEQUE ENCLOSED

☐ PLEASE BILL MY CREDIT CARD:

☐ VISA ☐ MASTERCARD ☐ AMEX

CARD # _____

EXP. ___/___ SIGN _____

Shipping is FREE! Allow 7–14 days for processing and shipping. Payment must accompany order.